

5 YEAR INDEX

(January 1982 to December 1986)



5 YEAR INDEX

This index is to cases reported in the last five volumes of Industrial Relations Law Reports (1982 to 1986). The index is divided into three sections – the Casemark reference system, an Alphabetical Index to Cases Reported and a Cumulative Index of Cases Reported. With the aid of this five-year index, readers will be able to refer readily to either a particular case or a group of cases on the same or related issues. Cases reported in IRLR before 1982 (September 1972 to December 1981) are listed in the previously published 10-year index.

The Casemark reference system (p.2)

IRLR's unique Casemark reference system breaks down the main issues under relevant jurisdictions into numerical references. Each separate jurisdiction is identified by a number in the hundreds – for example, 200 Unfair Dismissal. Under that main head, major issues are referred to by numbers in the tens – eg, 230-239 Reason for dismissal. This range is then sub-divided into various aspects – eg, 234 Conduct. Where appropriate, there is a further breakdown to one decimal place according to particular issues – eg, 234.3 Refusal to co-operate with management. In some cases where the issues can be specified still further, the reference goes to two decimal places – eg, 234.36 Refusal to obey an order. The Casemark system is used regularly in IRLR to identify the key issues in the cases reported.

Alphabetical Index to Cases Reported (p.5)

This index lists all cases alphabetically under the name of the applicant or appellant. The reference beside each entry gives the year and page number at which the case was reported. Industrial Tribunal cases are shown in roman type; all others are in italics.

Cumulative Index of Cases (p.8)

Using the Casemark reference system, the cumulative index lists cases reported under key issues. It follows the same order as Casemark, starting with Contracts of Employment. To use the cumulative index, you will first need to refer to Casemark to establish the numerical reference of the issue with which you are concerned. For example, if you want to refer to cases dealing with employees who have been dismissed for lateness, you would look first under the main unfair dismissal head, then under reason for dismissal, then conduct and finally under attendance where you would find lateness numbered 234.11. Looking then at the cumulative index under 234.11 Reason for dismissal – Conduct – Attendance – Lateness, you will find listed all the cases concerning lateness that we have reported in the last five years. These appear in year order beginning with 1986. For each year, the cases are then listed in numerical page order beginning with p.1. Once again, Industrial Tribunal cases appear in roman type and all other cases in italic.

As many cases involve more than one issue, a particular case may well appear in the cumulative index under more than one heading.

Using the Index

If you want to refer to a particular case and you know the name of the case, then the alphabetical index to cases will indicate if and when we reported the case in IRLR. If you are not sure of the name of the case but know the issue with which it dealt, then by first referring to Casemark as described above, you could use the cumulative index to find the report of the case.

If you wish to refer to all the cases that we have reported on a specific issue, then you should refer to the cumulative index.

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If in looking through the Index, you see cases which you find of particular interest, please remember that back copies of IRLR are always available. For further details, contact the Marketing Manager, Industrial Relations Services, 18-20 Highbury Place, London N5 1QP. Tel: 01-354 5858.

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Casemark

100	CONTRACTS OF EMPLOYMENT	224.6	Employee's safety	253.8	Industrial action
101	Meaning of "employee"	224.9	Other circumstances entitling the employee to terminate	254	Reasonableness in the circumstances – redundancy
101.1	Illegal contract	225	Frustration of contract	254.1	Attempt to find alternative employment
110-119	WRITTEN PARTICULARS	226	DATE OF TERMINATION	241.1	Qualifications
110.1	Items to be specified	230-239	REASON FOR DISMISSAL	241.2	Was employee dismissed?
111.2	Date employment began	231	No reason shown: evidence	241.3	Was dismissal for purposes of redundancy?
111.5	Job title	232	Capability	241.31	Cessation of business
111.9	Sick pay	232.1	Skill/competence	241.32	Diminishing work requirements
115	Exclusions and qualifications	232.2	Health	241.33	At the place of work
115.5	Excluded cases	232.3	Aptitude	241.4	Onus of proof
118	Reference to Tribunal	232.4	Physical	241.5	Exclusions
120-139	TERMS OF EMPLOYMENT	232.5	Mental	241.53	Offer of alternative employment
120.1	Restrictive covenant	233	Qualifications	242	Selection for redundancy
120.2	Secrecy agreement	233.1	Academic	242.1	Circumstances applied equally to other employees holding similar positions
120.3	Fidelity bond	233.2	Technical	242.2	Inadmissible reason
120.4	Date employment began	233.3	Professional	242.3	Contravention of a customary arrangement
120.5	Duration	234	Conduct	242.31	Special reasons for contravention
121	Title	234.1	Attendance	242.4	Contravention of an agreed procedure
122	Job duties	234.11	Lateness	242.41	Special reasons for contravention
123	Place of employment	234.12	Leaving early	242.5	Company policy: reasonableness
124	Pay	234.13	Clocking offences	242.51	Contravention of company policy
124.1	Profit sharing scheme	234.14	Extended meal breaks	242.52	Special reasons for contravention
124.2	Bonus scheme	234.15	Absenteeism	250-259	SUFFICIENCY OF REASON FOR DISMISSAL
124.3	Motor allowance	234.16	Refusal to work hours requested	251	Onus of proof
125	Hours of work	234.17	Unauthorised leaving of job site	252	Reasonableness in the circumstances: IR Code of Practice
125.1	Overtime	234.18	Unauthorised absence	252.1	Disciplinary procedure
126	Right to work	234.19	Failure to disclose criminal conviction	252.11	Fair and effective arrangements
127	Notice	234.2	Inadequate performance	252.12	Agreed with employee representatives
128	Holidays and holiday pay	234.3	Refusal to co-operate with management	252.13	Formal procedure
129	Sick pay/sick leave	234.31	Refusal to accept a change in status, title of grade	252.14	Rules and procedure known to employees
130	Pension rights/retirement	234.32	Refusal to accept a change in job content	252.15	Circumstances which can lead to penalty known
131	Duty of fidelity	234.33	Refusal to accept a change in pay	252.16	Specification of authority
132	Director's fiduciary duty	234.34	Refusal to accept a change in place of work	252.17	Opportunity to state case
133	Duty to take reasonable care	234.35	Refusal to accept a change in hours of work	252.18	Opportunity to be represented
134	Duty of mutual trust and confidence	234.36	Refusal to obey an order	252.19	Opportunity to appeal
136	Lay off/short time working	234.37	Insubordination	252.2	Operating the disciplinary procedure
137	Appeals procedure	234.38	Use of bad language with supervisors and management	252.21	Warnings
138	Disputes procedure	234.4	Relationship with other employees	252.22	Gross misconduct: dismissal for first breach
139	Disciplinary procedure	234.41	Violence	252.23	Action recorded in writing
150	EMPLOYMENT-RELATED TORTS	234.42	Bad language	252.24	Action against shop steward
150.2	Conspiracy	234.43	Personality conflicts	252.3	Other parts of the Code
160	EFFECT OF COLLECTIVE AGREEMENT	234.44	Sexual relationships	252.31	Effective organisation of work
169	EFFECT OF WAGES COUNCIL ORDER	234.45	Relationship with people other than employees	252.32	Security of employment
170-178	TERMINATION	234.51	Customers	253	Reasonableness in the circumstances: conduct and capability
171	Wrongful dismissal	234.52	Suppliers	253.1	Employer responsibility: other than Code
175	Frustration	234.53	Patients	253.11	Inquiry and investigation
176	By operation of law	234.6	Alleged or proven criminal acts	253.12	To establish validity of reason
179	BREACH OF CONTRACT	234.61	Theft	253.13	To warn of change in practice
180	CONTINUITY OF EMPLOYMENT	234.63	Offence unconnected with work	253.14	Consistency
190-199	REMEDIES	234.64	Breach of company rules	253.15	To remedy situation
191	Damages	234.71	Safety	253.16	Shared responsibility
192	Declaration	234.72	Carelessness/negligence	253.17	To inform employee of reason for dismissal
193	Injunction	234.73	Drinking or drunkenness	253.18	To attempt to find alternative employment
194	Order of certiorari	234.74	Selling/gambling	253.2	Provocation by superior
196	Specific performance	234.75	Using work equipment wrongfully	253.3	Penalty related to offence
197	Restitution	234.76	Working in competition	253.4	Injury or illness
200	UNFAIR DISMISSAL	234.77	Dishonesty	253.41	Disabled employee
210-219	EXCLUSIONS AND QUALIFICATIONS	234.78	Failure to submit medical certificates	253.42	Compliance with sick pay procedure
211	Meaning of "employee"	234.79	Refusal to attend disciplinary hearing	253.43	Warning/consultation
211.1	Illegal contract	234.81	Industrial action	253.44	Attempt to find alternative employment
212	Claim in time	234.9	Inducement to breach of contract	253.5	Summary dismissal
213	Service qualification	235	Other misconduct	253.51	Serious negligence
213.1	Effect of strike	236	Statutory restriction	253.52	Violence
213.3	20 or less employees	236.1	Other substantial reason	253.53	Dishonesty
214	Upper age limit	236.5	Conflict between employees	253.54	Theft
215	Excluded cases	237	Expiration of fixed term contract	253.55	Gross misconduct
215.1	Work ordinarily outside GB	237.1	Inadmissible reason/union membership grounds	253.6	Breach of contract
215.3	Claim prior to dismissal	237.11	Trade union		
215.5	Excluded classes of employment	237.12	Membership		
215.54	Police service	237.13	Activities		
216	Fixed term contracts	237.2	Non-membership		
217	Weekly hours of work	238	Pressure on employer to dismiss		
218	Agreement precluding complaint	239	Pregnancy		
219.1	Excluded procedure agreement	239.1	Transfer of undertaking		
220-225	WAS EMPLOYEE DISMISSED?	239.2	Whether reason connected with transfer		
221	Termination by employer	240-249	Economic, technical or organisational reason		
221.3	Termination of fixed term contract		WHERE REASON FOR		
221.4	Offer of reinstatement				
221.5	Employee's notice during notice period				
222	Termination by agreement/offer of new employment				
223	Resignation/employee repudiation				
224	Employer repudiation/constructive dismissal				
224.1	Change in status, title or grade				
224.2	Change in job content				
224.3	Change in pay or fringe benefits				
224.4	Change in place of work				
224.5	Change in hours of work				
254.1	Attempt to find alternative employment				
254.2	Elimination of overtime/short-time working				
254.3	Warning				
254.4	Consultation				
254.5	Basis of selection				
254.6	Applying the selection procedure				
254.8	Dismissal of apprentice				
255	Reasonableness in the circumstances – statutory restriction				
256	Reasonableness in the circumstances – other substantial reason				
257	Equity and substantial merits of case				
257.1	Equity				
257.2	Substantial merits of case				
258	Interests of the business				
259	Size and administrative resources of the undertaking				
260-269	DISMISSAL AND INDUSTRIAL ACTION				
261	Strike				
262	Other industrial action				
263	Selection for dismissal				
264	Selection for offer of re-engagement				
265	Inadmissible reason				
266	Date of dismissal				
267	Lock-out				
268	Pressure on employer to dismiss				
270-274	RE-EMPLOYMENT				
271	Where grounds are well-founded				
272	Where practicable				
273	In accordance with equity				
274	Reinstatement/re-engagement				
274.1	In same job				
274.2	In alternative employment				
274.3	In same grade				
274.4	At current grade rate				
274.6	Terms				
274.65	Compensation – interim loss				
274.66	Repayment of redundancy payment				
274.8	In same capacity				
275	INTERIM RELIEF				
280-289	COMPENSATION				
281	Just and equitable in all the circumstances				
282	Expenses				
283	Compensatory award				
283.1	Past loss				
283.12	Beyond notice period				
283.13	Recoupment				
283.2	Future loss				
283.21	Short term				
283.22	Long term				
283.3	Present loss				
283.4	Loss of potential redundancy payment				
283.5	Loss of protection against unfair dismissal				
283.6	Loss arising from manner of dismissal				
283.7	Loss of pension rights				
283.8	Loss of service related notice entitlement				
283.9	Other losses				
284	Mitigation of loss				
285	Contributory fault				
286	Additional award				
286.1	Employer refusal to re-employ				
287	Deductions				
288	Basic award				
289	Other				
289.1	Compensation by agreement				
289.2	Loss not within Tribunal's jurisdiction				
289.3	Manner of dismissal				
289.4	Contribution to compensation				
289.5	Review				
289.6	Special award				
290-299	OTHER ASPECTS				
291	Representation in Tribunals				
292	Costs				
293	Tribunal procedure				
293.5	Pre-hearing assessment				
294	Conciliation				
295	Contribution to compensation				
296	Voluntary procedure				
297	No waiver of rights				
298	Discovery and further particulars				
300	REDUNDANCY PAYMENTS				
310-319	EXCLUSIONS AND QUALIFICATIONS				

311	Meaning of "employee"	546	Screening hearing	683	Order declaring rights		
312	Claim in time	546.1	Onus of proof	689-699	OTHER	980	UNDERTAKINGS
313	Service qualification	546.2	Work previously evaluated	693	Tribunal procedure		REGULATIONS
315.1	Excluded cases - work ordinarily outside GB	546.3	Discriminatory evaluation	694	Forms for questioning		PATENTS ACT
316	Fixed term contracts			696	Discovery		
317	Was claim settled?	547	Independent expert's report	697	No waiver of rights	1100	TRADE UNION
320-325	WAS EMPLOYEE DISMISSED?	550-559	GENUINE MATERIAL DIFFERENCE	698	Effect of European Community law		RECOGNITION
321	Termination by employer					1200	DISCLOSURE OF INFORMATION
321.2	Renewal or re-engagement	551	Merit	700	RACE RELATIONS	1270	CONFIDENTIALITY
321.3	Termination of fixed term contract	552	Grading	701	Meaning of "employee"	1300	UNION MEMBERSHIP AGREEMENTS
321.4	Employee's notice during notice period	553	Additional contractual obligations	710-719	DEFINITIONS		
322	Termination by agreement	553.1	Night work	711	Direct discrimination	1395	European Convention of Human rights
322.1	Offer of re-engagement	554	Experience/length of service	712	Indirect discrimination		
323	Resignation/employee repudiation	555	Special duties	712.1	Requirement/condition with which fewer of a racial group can comply	1400	COLLECTIVE AGREEMENTS
324	Employer repudiation/constructive dismissal	556	Personal differential		Whether justifiable		
324.1	Change in status, title or grade	557	Red-circling	712.2	To detriment	1401	Definition of worker
324.2	Change in job content	558	Historical reasons	713	Racial grounds or group	1410	LEGAL ENFORCEABILITY
324.3	Change in pay or fringe benefits	559	Location	713.1	Colour	1416	Union as agent for member
324.4	Change in place of work	559.1	Hours of work	713.2	Race		
324.5	Change in hours of work	559.2	Economic circumstances of employer	713.3	Nationality		
325	Frustration of contract	559.3	Market forces	713.4	Ethnic origins		
326	CHANGE IN OWNERSHIP OF BUSINESS	560-569	COMPARISON WITH EMPLOYEES IN OTHER ESTABLISHMENTS	713.5	National origins	1500	INDUSTRIAL ACTION
330-339	WAS DISMISSAL DUE TO REDUNDANCY?	561	Common terms and conditions	714	Segregation	1510-	DEFINITIONS
331	Onus of proof	570-579	COLLECTIVE AGREEMENTS	715	Victimisation	1511	Contemplation or furtherance of trade dispute
332	Cessation of business	580-589	DAMAGES	716	Relevant circumstances the same or not materially different	1512	Due notice of strike
333	Diminishing work requirements	581	Declaration	720-729	EXCLUSIONS AND EXCEPTIONS	1513	Inducement to breach of contract
333.1	Employees	582	Arrears of remuneration	722	Claim in time	1515	Lock-out
333.2	Particular kind of work	582	Costs	723	Excluded cases	1516	Union as agent for member
333.3	Place of work	592	Tribunal procedure	723.4	Work ordinarily outside GB	1517	Union liability
338	Employee misconduct	593	Effect of European Community law	730-739	DISCRIMINATION BY EMPLOYERS	1518	Peaceful picketing
340-349	OFFER OF ALTERNATIVE EMPLOYMENT	598		731	Selection arrangements	1520-9	TORT IMMUNITIES
341	In writing	600	SEX DISCRIMINATION	733	Refusal to offer employment	1523	Breach of contract
342	Suitability			734	Promotion, transfer or training	1525	Strike ballot
343	Reasonable refusal	601	Meaning of "employee"	735	Other benefits, facilities or services	1540-9	SECONDARY ACTION
345	Trial period	610-619	DEFINITIONS	736	Dismissal	1543	Suppliers/customers
350	LAY OFFS	611	Direct discrimination	737	Detriments	1560-9	TORT LIABILITY
370-379	CALCULATION OF PAYMENT	612	Indirect discrimination	740-749	OTHER UNLAWFUL ACTS	1561	Interference with business by unlawful means
371	Written statement	612.1	Requirement/condition with which fewer women can comply	741	Discriminatory practices	1562	Trepass
372	Continuity of employment			742	Discriminatory advertising	1563	Nuisance
373	Average weekly rate of remuneration	612.11	Physical attributes	743	Instructions to discriminate	1564	Interference with contract
375	Normal working hours	612.15	Full-time work	744	Pressure to discriminate	1565	Intimidation
377	Supervening misconduct dismissal	612.16	Age	745	Liability of employers and principles	1566	Assault
392	Costs	612.2	Whether justifiable	750-759	DISCRIMINATION BY OTHERS THAN EMPLOYERS	1570-9	CRIMINAL OFFENCES AND PICKETING
393	Tribunal procedure	612.21	Safety and health		Qualifying bodies	1571	Obstruction of the highway
395	Redundancy rebates	612.3	To detriment	751	Trade unions	1572	Breach of the peace
397	Redundancy payments - no waiver of rights	613	Discrimination against men	753	Vocational training bodies	1573	Obstruction of the police
		614	Discrimination against married persons	755	Providers of facilities or services	1574	Unlawful assembly
		614.1	Direct discrimination		Employment agencies	1575	Conspiracy
		614.2	Indirect discrimination	756	ENFORCEMENT BY CRE	1575.1	To intimidate
		615	Relevant circumstances the same or not materially different	770-779	Formal investigation	1576	Affray
400	INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITY	616	Victimisation	771	Issue of non-discrimination notice	1580	REMEDIES
		618	Sexual harassment	772	Appeal against non-discrimination notice	1581	Damages
410	Right to trade union membership	620-629	EXCLUSIONS AND EXCEPTIONS	773	Individual remedies	1582	Injunction
411	Right to non-membership	621	Meaning of "employee"	780-789	INDIVIDUAL REMEDIES	1590-9	COURT PROCEDURE
412	Right to take part in trade union activity	622	Claim in time		Compensation	1596	Interlocutory relief
415	Appropriate time	623	Excluded cases	781	Injury to feelings	1598	Contempt
480	REMEDIES	623.1	Less than six employees	781.2	Loss of earnings and other benefits	1600	HANDLING REDUNDANCIES
481	Declaration of rights	623.2	Private households	781.3	Action recommendation	1610-9	TRADE UNION
482	OTHER	623.3	Midwives		OTHER	1612	Recognition
490-499	OTHER	623.4	Work ordinarily outside GB	782	Costs	1613	Authorised representative
491	Claim in time	624	Contractual money benefits	790-799	Tribunal procedure	1620-9	TIMING OF CONSULTATION
496	Discovery	625	Retirement or death provisions	792	Forms for questioning	1621	Date of dismissal
		626	Genuine occupational qualifications	793	Discovery	1622	Date of individual notices
		626.1	Physiology or authenticity	794	Further particulars	1623	Meaning of establishment
		626.2	Decency or privacy	796		1624	Proposed redundancy
		626.3	Employee lives on premises	797		1625	Periods for dismissal
		626.5	Provision of personal service	800	EMPLOYMENT PROTECTION RIGHTS	1626	Earliest opportunity
501	Meaning of "employment"	627	National security etc	810	WRITTEN REASON FOR DISMISSAL	1630-9	INFORMATION
510-519	EXCLUSIONS	630-639	DISCRIMINATION BY EMPLOYERS	820	GUARANTEED PAY	1631	In writing
511	Retirement or death terms or provisions	631	Selection arrangements	830	MATERNITY PAY	1632	Timing
512	Provision relating to pregnancy or childbirth	631.4	Interview	840	MATERNITY LEAVE	1640-9	CONSULTATION REQUIREMENTS
520-529	TERMS AND CONDITIONS OF EMPLOYMENT LESS FAVOURABLE	632	Terms offered	850	TIME OFF FOR TRADE UNION	1650-9	SPECIAL CIRCUMSTANCES
521	Pay	633	Refusal to offer employment		DUTIES/TRAINING	1651	Effect on employees
524	Sick pay	634	Promotion, transfer or training	860	TIME OFF FOR TRADE UNION ACTIVITIES	1652	Insolvency
526	Calculation of bonus payment	635	Other benefits, facilities or services	870	TIME OFF FOR PUBLIC DUTIES	1653	Other financial circumstances
527	Allowances	636	Dismissal	880	TIME OFF TO LOOK FOR WORK	1660-79	PROTECTIVE AWARD
527.1	Relaxation allowance	637	Other detriments		OTHERS	1661	Claim in time
527.3	Removal expenses	640-649	OTHER UNLAWFUL ACTS	890	Insolvency	1662	Just and equitable
530-539	LIKE WORK	641	Discriminatory advertising	891	Itemised pay statement	1663	Seriousness of employer's default
530	Employed on	645	Liability of employers and principals	892	Time off for ante natal care	1667	Offsetting payments
531	Same work			893		1671	Date of commencement of protected period
532	Broadly similar	646	Aiding unlawful acts			1674	Remuneration under award
533	Whether differences of practical importance	650-659	DISCRIMINATION BY OTHERS THAN EMPLOYERS	900	MISCELLANEOUS LEGISLATION		
533.1	Frequency of differences	651	Qualifying bodies	910	REHABILITATION OF OFFENDERS ACT	2200	TRADE UNIONS AND INDIVIDUALS
533.2	Nature of differences	655	Providers of facilities or services	911	Spent conviction	2210-19	EXCLUSION FROM MEMBERSHIP
533.3	Extent of differences	680-689	INDIVIDUAL REMEDIES	920	TRUCK ACTS	2250	EXPULSION FROM MEMBERSHIP
534	Comparison with employee in the same employment	681	Compensation	930	TRADE UNION ACT	2260	BREACH OF UNION RULES
540-544	WORK RATED AS EQUIVALENT	681.1	Intention to discriminate	950	FAIR EMPLOYMENT (NORTHERN IRELAND) ACT	2270	REMEDIES
541	Equal value	681.2	Injury to feelings		MISREPRESENTATION ACT	2271	Injunction
542	Job evaluation study	681.3	Loss of earnings and other benefits	960	TRANSFER OF	2272	Declaration
543	Discriminatory system			970		2273	Compensation
545-549	WORK OF EQUAL VALUE	682	Action recommendation			2296	Interlocutory relief
545	Scope of claims						

2500	TRADE UNION ORGANISATION
2510	LIABILITY GENERALLY
2511	Authorisation of act
2512	Endorsement of act
2513	Repudiation of act
2520-9	Responsible persons
2521	Principal executive committee
2522	Other person empowered by rules
2523	President/general secretary
2524	Other employed official
2525	Union committee
2580	Amalgamations
3000	HEALTH & SAFETY AT WORK
3300	SAFETY

3400	REPRESENTATIVES STATUTORY OFFENCES
3410	FAILURE TO DISCHARGE GENERAL DUTY
3430	POLICY STATEMENT
3470	PERSONAL LIABILITY
3480	CORPORATE LIABILITY
3500	EMPLOYER'S LIABILITY
3590	DAMAGES-GENERAL
3591	Pain and suffering
3592	Loss of amenity
3593	Loss of earning capacity
3598	Contributory negligence
3599	Limitation
3600	OTHER PROTECTIVE LEGISLATION
3610	Children & Young Persons Act
3900	OTHER
3960	Discovery

4100	EMPLOYMENT APPEAL TRIBUNAL
4170	Notes of evidence
4192	Costs
4200	CERTIFICATION OFFICER
4300	TRIBUNALS
4310	COMPOSITION
4320	RULES OF PROCEDURE
4330	DISCOVERY
4340	FURTHER PARTICULARS
4350	WITNESS ORDERS
4392	Costs
4400	COURT OF APPEAL
4492	Costs

4600	ACAS
4700	CENTRAL ARBITRATION COMMITTEE
5000	PAY AND INCOMES POLICY
5200	SCHEDULE 11
5300	FAIR WAGES RESOLUTION
6000	INCOME TAX
7000	SOCIAL SECURITY
7300	UNEMPLOYMENT BENEFIT
8000	OCCUPATIONAL PENSION SCHEMES

Alphabetical Case Index

A

1. *Abbotts and 2. Standley v Wesson-Glynwed Steels Ltd* [1982] 51
Adams v Derby City Council [1986] 163
Addison v Babcock FATA Ltd [1986] 388
Age Concern Scotland v Hines [1983] 477
Allen v Hammet [1982] 89
Allen and ors v Thomas Scott & Son (Bakers) [1983] 66
Les Ambassadeurs Club v Binda [1982] 5
Anandrajah v Lord Chancellor's Department [1984] 131
1. *Anderson and 2. McAlonie v Dalkeith Engineering Ltd* [1984] 429
Angus Jowett & Co (in liquidation) v NUTGW [1985] 326
Apex Leisure Hire v Barratt [1984] 224
Armagh District Council v The Fair Employment Agency for Northern Ireland [1984] 234 – Northern Ireland CA
Arnold v Beecham Group Ltd [1982] 307
Artisan Press v Srawley and Parker [1986] 126
Ashley v Ministry of Defence [1984] 57
ASTMS v Parkin [1983] 448
Atkin v 1. Ward and 2. Haines Watts [1983] 285
AUEW (TASS) v AUEW (Engineering Section) [1983] 108 – HC
Austin Rover Group Ltd v Amalgamated Union of Engineering Workers (TASS) [1985] 162 – HC
Aziz v Trinity Street Taxis Ltd and ors [1986] 435

B

Babar Indian Restaurant v Rawat [1985] 57
1. *Barber v Guardian Royal Exchange Assurance Group* 2. *Roberts v Tate & Lyle Food & Distribution Ltd* [1983] 240
Barclay v City of Glasgow District Council [1983] 313
Barratt Construction Ltd v Dalrymple [1984] 385
Beal and ors v Beecham Group Ltd [1982] 192 – CA
Beecham Group Ltd v Beal and ors (No. 2) [1983] 317
Berriman v Delabole Slate Ltd [1985] 305 – CA and [1984] 394
Bilka-Kaufhaus GmbH v Weber von Hartz [1986] 317 – European Court of Justice
Birds Eye Wall's Ltd v Harrison [1985] 47
BL Cars and anor v Brown and ors [1983] 193
BL Cars Ltd v Lewis [1983] 58
Bliss v South East Thames Regional Health Authority [1985] 308 – CA
Blyth v The Scottish Liberal Club and ors [1983] 245 – Court of Session
1. *Bond v CAV Ltd* 2. *Neads v CAV Ltd* [1983] 360 – HC
Boots Company plc v Lees-Collier [1986] 485
Bourne v Colodense Ltd [1985] 339 – CA
Brandon and Gould v Murphy Bros [1983] 54
Brennan v J H Dewhurst Ltd [1983] 357
Bristow v City Petroleum Ltd [1985] 459 – HC
British Airports Authority v Ashton and ors [1983] 287 – HC
British Airways Board v Clark and Havill [1982] 238
British Association of Advisers and Lecturers in Physical Education v National Union of Teachers [1986] 497 – CA
British Broadcasting Corporation v Beckett [1983] 43
The British Library v 1. Palyza 2. Mukherjee [1984] 306
W Brooks & Son v Skinner [1984] 379
Brown and ors v Knowsley Borough Council [1986] 102
Buchanan v Tilcon Ltd [1983] 417 – Court of Session
Burdett-Coutts and ors v Hertfordshire County Council [1984] 91 – HC
Burnley Nelson Rossendale and District Textile Workers' Union v Amalgamated Textile Workers' Union [1986] 298
Burns International Security Services Ltd v Butt [1983] 438
Burton v British Railways Board [1982] 116 – European Court

C

Cadoux v Central Regional Council [1986] 131 – CS
Calveley and ors v Merseyside Police [1986] 177 – CA
Canning v 1. Niaz 2. McLoughlin [1983] 431
Carmichael (Procurator Fiscal) v Rosehall Engineering Works Ltd [1983] 482 – Sheriff Court and [1983] 480 – HC
Cartledge v Chief Adjudication Officer [1986] 182 – CA
Cartwright v G Clancey Ltd [1983] 355
Cawley v South Wales Electricity Board [1985] 89
Cheall v Association of Professional, Executive, Clerical and Computer Staff [1983] 215 – House of Lords, [1982] 362 – CA and [1982] 91 – HC
Chealte v Commissioners of Inland Revenue [1982] 240 – HC

Chiu v British Aerospace plc and ors [1982] 56
Chubb Fire Security Ltd v Harper [1983] 311
Churchill v Yeates & Son t/a Yeates Catering Equipment [1983] 187
City and Hackney Health Authority v National Union of Public Employees and ors [1985] 252 – CA
Clarke and ors v Chadburn and ors [1984] 350 – HC
1. *Clarke v Eley (IM)* 2. *Eley (IM)*
Kynoch Ltd v Powell [1982] 482 and [1982] 131
Cleveland County Council v Springett and ors [1985] 131
Clwyd County Council v Leverton [1985] 197
Coales v John Wood & Co (Solicitors) [1986] 129
Coates and Venables v Modern Methods and Materials Ltd [1982] 318 – CA
Colin Johnson t/a Richard Andrew Ladies Hairstylists v Baxter [1985] 95
Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1984] 29 – European Court of Justice and [1982] 333 – European Court
The Commission for Racial Equality v Amari Plastics Ltd [1982] 252 – CA
Commission for Racial Equality v The Imperial Society of Teachers of Dancing [1983] 315
Community Task Force v Rimmer [1986] 203
County Council of Avon v Howlett [1983] 171 – CA
County Council of Hereford and Worcester v Neale [1986] 168 – CA
Courage Take Home Trade Ltd v Keys; Keys v Courage Take Home Trade Ltd [1986] 427
Courtaulds Northern Spinning Ltd v Moosa [1984] 43
Cowan and others v Scargill and others [1984] 260 – HC
Cowen v Haden Carrier Ltd [1982] 225
Cox v ELG Metals Ltd [1984] 3
CPS Recruitment Ltd t/a Blackwood Associates v 1. Bowen 2. Secretary of State for Employment [1982] 54
Cresswell and ors v Board of Inland Revenue [1984] 190 – HC
Crewe v Social Security Commissioner [1982] 295 – CA
Cross International v Reid and ors [1985] 387 – CA
Crosville Motor Services Ltd v Ashfield [1986] 475

D

Daley v Allied Suppliers Ltd [1983] 14
Dalglish v Kew House Farm Ltd [1982] 251 – CA
Davidson v 1. John Calder (Publishers) Ltd and 2. The Calder Educational Trust Ltd [1985] 97
Davies v Presbyterian Church of Wales [1986] 194 – House of Lords
Dean v The Islamic Foundation [1982] 290 – CA
Deary (HM Inspector of Factories) v Mansion Hide Upholstery Ltd [1983] 195 – HC
Department of Health and Social Security v Coy [1983] 474
Deria and ors v General Council of British Shipping (t/a Merchant Navy Establishment Administration) [1986] 108 – CA
Derrybaa Ltd t/a Le Mange Tout v Castro-Blanco [1986] 495
De Souza v The Automobile Association [1986] 103 – CA and [1985] 87
Dimbleby & Sons Ltd v The National Union of Journalists [1984] 161 – House of Lords and [1984] 67 – CA
Din v Carrington Vijella Ltd (Jersey Capwood Ltd) [1982] 281
The Distillers Company (Bottling Services) Ltd v Gardner [1982] 47
Dobie v Burns International Security Services (UK) Ltd [1984] 329 – CA and [1983] 278
Donelan v 1. Kerry Constructions Ltd and 2. Secretary of State for Employment [1983] 191
Duke v Reliance Systems [1982] 347
Dunn v Pochin (Contractors) Ltd [1982] 449
Dutton & Clark Ltd v Daly [1985] 363

E

Electronic Data Processing Ltd v Wright [1986] 8
Elliott v SOGAT [1983] 3
Elsev v Smith (Procurator Fiscal) [1983] 292 – HC
Evans v Elementa Holdings Ltd [1982] 143
Express Newspapers plc and ors v Mitchell and ors [1982] 465 – HC
Express & Star Ltd v Bunday and ors [1986] 477
Express & Star Ltd and ors v NGA [1982] and anor [1986] 222 – CA and [1985] 455 – HC

F

Faccenda Chicken Ltd v Fowler and ors [1986] 69 – CA and [1984] 61 – HC
Falconer v ASLEF and NUR [1986] 331

Faust and ors v Power Packing Casemakers Ltd [1983] 117 – CA
Fenton v Stablegold Ltd (t/a Chiswick Court Hotel) [1986] 64
Finnie v Top Hat Frozen Foods [1985] 365
Flack and ors v Kodak Ltd [1986] 255 – CA and [1985] 443
Ford v Warwickshire County Council [1983] 126 – House of Lords and [1982] 246 – CA
Forth Estuary Engineering Ltd v Lister and ors [1986] 59
Francis and ors v British Airways Engineering Overhaul Ltd [1982] 10
Freemans plc v Flynn [1984] 486
Freud v Bentalls Ltd [1982] 443

G

Gair v Bevan Harris Ltd [1983] 368 – Court of Session
Galt (Procurator Fiscal) v Philp and ors [1984] 156 – High Court of Justiciary
Gardiner-Hill v Roland Berger Technics Ltd [1982] 498
Garland v British Rail Engineering Ltd [1982] 111 – European Court and [1982] 257 – House of Lords
General of the Salvation Army v Dewsbury [1984] 222
Gibbons v Associated British Ports [1985] 376 – HC
Gibson and others v British Transport Docks Board [1982] 228
Gilbert v Kembridge Fibres Ltd [1984] 52
Gilham and ors v Kent County Council [1986] 56, [1985] 16 – CA, [1985] 18 – CA and [1983] 353
Gill and ors v Cape Contracts Ltd [1985] 499 – NHC
Gill and Coote v El Vinos Company Ltd [1983] 206 – CA
Gloucestershire County Council v Spencer and ors [1985] 59
Goodfellow and ors v NATSOPA [1985] 3
Gorietree Ltd v Jenkinson [1984] 391
Graham v ABF Ltd [1986] 90
Gray v Sheiland Norse Preserving Co Ltd [1985] 53
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] 55
1. *E Green & Son (Castings) Ltd* 2. *E Green & Son Ltd*
3. *E Green & Son (Site Services) Ltd v 1. ASTMS 2. AUEW* [1984] 135
Greenall Whitley plc v Carr [1985] 289
Gregory v Tudbury Ltd [1982] 267
Grootoon (UK) Ltd v Keld [1984] 302
Grundy (Teddington) Ltd v Plummer and Salt [1983] 98

H

Hadden v University of Dundee Students' Association [1985] 449
Haden Ltd v Cowen [1982] 314 – CA
Hadmor Productions Ltd and ors v Hamilton and anor [1982] 102 – House of Lords
Hair Colour Consultants Ltd v Mena [1984] 386
Hamlet v General, Municipal, Boilermakers and Allied Trades Union [1986] 293
Hannan v TNT-IPEC (UK) Ltd [1986] 165
Harris and Shepherd v Courage (Eastern) Ltd [1982] 509 – CA
Haughton v Olau Line (UK) Ltd [1986] 465 – CA
Hawley v Fieldcastle & Co Ltd [1982] 223
1. *Hayes v Malleable Working Men's Club and Institute*
2. *Maughan v North East London Magistrates' Court Committee* [1985] 367
Hayward v Cammell Laird Shipbuilders Ltd [1986] 287 and [1984] 463
Hempell v W H Smith & Sons Ltd [1986] 95
Henderson v Granville Tours Ltd [1982] 494
Hennessy v 1. Craigmyle & Co Ltd and 2. ACAS [1986] 300 – CA and [1985] 446
Henry v Ellerman City Liners Ltd [1984] 408 – CA
Highlands and Islands Development Board v MacGillivray [1986] 210 – CS
Highlands Fabricators Ltd v McLaughlin [1984] 482
Hindle Gears Ltd v McGinny and ors [1984] 477
Holden v Bradville Ltd [1985] 483
Hollier v Plysu Ltd [1983] 260 – CA
Holroyd v Gravure Cylinders Ltd [1984] 259
Home Delivery Services Ltd v Shackcloth [1984] 470
The Home Office v Holmes [1984] 299
Honeyford v City of Bradford Metropolitan Council and anor [1986] 32 – CA
Hopkins v National Union of Seamen [1985] 157 – HC
Horcal Ltd v Gatland [1984] 288 – CA and [1983] 459 – HC
Horsev v Dyfed County Council [1982] 395
Hotson v Wisbech Conservative Club [1984] 422
Howard v National Graphical Association [1984] 489 and [1984] 250 – CA
Howarth Timber (Leeds) Ltd v Biscomb [1986] 52
Howman and Sons v Blyth [1983] 139

Hughes v Department of Health and Social Security, Cox v Department of Health and Social Security, Department of the Environment v Jarnell [1983] 263 – House of Lords and [1984] 360 – CA
Hughes v Transport and General Workers' Union [1985] 382
Hyland v J H Barker (North-West) Ltd [1985] 403

I
Iceland Frozen Foods Ltd v Jones [1982] 439
Igbo v Johnson Matthey Chemicals Ltd [1986] 215 – CA and [1985] 189
Iggesund Converters Ltd v Lewis [1984] 431
Ingram v Foxon [1985] 5
Irani v Southampton and South-West Hampshire Health Authority [1985] 203 – HC

J
Jeetle v Elster [1985] 227
Johnson v Firth (HM Inspector of Taxes) [1982] 25 – CA
Johnston v The Chief Constable of the Royal Ulster Constabulary [1986] 263 – European Court of Justice
Joyce v Diocese of St Albans Community Project [1985] 124 – CA

K
Kearney & Trecker Marwin Ltd v Varnell and ors [1983] 335 – CA
Keir and Williams v The County Council of Hereford & Worcester [1985] 505 – CA
Kelman v G J Oram [1983] 432
Kenneth MacRae & Co Ltd v Dawson [1984] 5
Kidd v DRG (UK) Ltd [1985] 190
Kingston v British Railways Board [1984] 146 – CA and [1982] 274
Kolfor Plant Ltd v Wright [1982] 311

L
Ladbroke Racing Ltd v Arnott and ors [1983] 154 – CS
Ladup Ltd v Barnes [1982] 7
Lafferty Construction Ltd v Duthie [1985] 487
Lamont v Fry's Metals Ltd [1985] 470 – CA and [1983] 434
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] 245
Lavery v Plessey Telecommunications Ltd [1983] 202 – CA and [1982] 180
Laws v Keane [1982] 500 – HC Scotland
Leech v Preston Borough Council [1985] 337
Lewis v John Adamson & Co Ltd [1982] 233
Lewis v Motorworld Garages Ltd [1985] 465 – CA
Lewis v Surrey County Council [1986] 455 – CA
Lilley Construction Ltd v Dunn [1984] 483
London Borough of Hillingdon v Commission for Racial Equality [1982] 424 – House of Lords
London Borough of Newham v Ward [1985] 509 – CA
Lotus Cars Ltd v Sutcliffe and anor [1982] 381 – CA
Lucas and ors v Laurence Scott Electromotors Ltd [1983] 61
Lucas v Norton of London Ltd [1984] 86

M
Mackie v John Holt Vintners Ltd [1982] 236
The Maintenance Co Ltd v Dormer [1982] 491
Mandla and anor v Lee and ors [1983] 209 – House of Lords and [1983] 17 – CA
Manpower Ltd v Hearne [1983] 281
Marina Shipping Ltd v Laughton and Shaw [1982] 20 – CA
Marley v Forward Trust Group Ltd [1986] 369 – CA, [1986] 43
The Marley Tile Co Ltd v Johnson [1982] 75
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] 140 – European Court of Justice
Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] 198 – CA
Martin v Yeoman Aggregates Ltd [1983] 49
Mason v I. Wimpey Waste Management Ltd and 2. Secretary of State for Employment [1982] 454
Maund v Penwith District Council [1984] 24 – CA and [1982] 399
MBS Ltd v Calo [1983] 189
McCarthy v British Insulated Callenders Cables plc [1985] 94
McCrory v Magee t/a Heatwell Heating Systems [1983] 414 – Northern Ireland CA
McDermid v Nash Dredging and Reclamation Co Ltd [1986] 308 – CA
McGhee v Midland British Road Services Ltd; McGhee v Transport & General Workers' Union [1985] 198
McGovern v British Steel Corporation [1986] 411 – CA
McGrath v Rank Leisure Ltd [1985] 323
McKindley v William Hill (Scotland) Ltd [1985] 492
McKnight v Adlestons (Jewellers) Ltd [1984] 453 – Northern Ireland CA
McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] 179
MDH Ltd v Sussex [1986] 123

Mears v Safecar Security Ltd [1982] 183 – CA
Medallion Holidays Ltd v Birch [1985] 406
Meikle v McPhail (Charleston Arms) [1983] 351
Mercury Communications Ltd v 1. Scott-Garner 2. The Post Office Engineering Union [1983] 494 – CA and [1983] 485 – HC
Merkur Island Shipping Corporation v Laughton and ors [1983] 218 – House of Lords and [1983] 26 – CA
The Mersey Dock & Harbour Co v Verrinder and ors [1982] 152 – HC
Messenger Newspapers Group Ltd v National Graphical Association [1982] [1984] 397 – HC
Metropolitan Borough of Solihull v National Union of Teachers [1985] 211 – HC
Midland Plastics v Till and others [1983] 9
Miles v Wakefield Metropolitan District Council [1985] 108 – CA
The Milestone School of English Ltd v Leakey [1982] 3
Miller v Hamworthy Engineering Ltd [1986] 461 – CA
Ministry of Defence v 1. Crook and 2. Irving [1982] 488 and [1982] 43
Mirror Group Newspapers Ltd v Gunning [1986] 27 – CA and [1985] 60
Monsanto plc v Transport & General Workers' Union [1986] 406 – CA
Monterosso Shipping Co Ltd v International Transport Workers Federation [1982] 468 – CA
Moore v Duport Furniture Products Ltd and others [1982] 31 – House of Lords
Morley's of Brixton Ltd v Minott [1982] 270
Morris v Secretary of State for Employment [1985] 297
Moss and ors v McLachlan [1985] 76 – HC
Moyes v Hylton Castle Working Men's Social Club and Institute [1986] 482
S H Muffett Ltd v Head [1986] 488
Murphy v Epsom College [1984] 271 – CA and [1983] 395
Murray MacKinnon v Forno [1983] 7

N
National Coal Board v Ridgway and Fairbrother [1986] 379
National Coal Board v National Union of Mineworkers and ors [1986] 439 – HC
National Graphical Association v Howard [1983] 440, [1983] 442 and [1983] 445
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] 70
Naylor and ors v 1. Orton & Smith Ltd 2. M D Tweddell Engineering Ltd [1983] 233
Neale v County Council of Hereford & Worcester [1985] 281
Neil and ors v Ford Motor Co Ltd [1984] 339
Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] 240 – CA and [1983] 103
News Group Newspapers Ltd and ors v SOGAT '82 [1986] 227 – CA
News Group Newspapers Ltd and ors v SOGAT '82 and ors [1986] 337
Newstead v Department of Transport and HM Treasury [1985] 299
New York City Employees' Retirement System v American Brands Inc [1986] 239 – US District Court
1. Norbrook Laboratories Ltd v King 2. Norbrook Laboratories Ltd v Sands [1984] 200 – Northern Ireland CA and [1982] 456 – Northern Ireland HC
Norris v Southampton City Council [1982] 141
North Yorkshire County Council v Fay [1985] 247 – CA
Norwest Holst Group Administration Ltd v Harrison [1985] 240 – CA and [1984] 419
Noitcutt v Universal Equipment Co (London) Ltd [1986] 218 – CA
Nova Plastics Ltd v Froggatt [1982] 146

O
O' Kelly and ors v Trusthouse Forte plc [1983] 369 – CA
Oliver v J P Malnick & Co [1983] 456
Orphanos v Queen Mary College [1985] 349 – House of Lords
Osborne v Bill Taylor of Huyton Ltd [1982] 17 – HC
Ojutiku and Oburoni v Manpower Services Commission [1982] 418 – CA
Owen & Briggs v James [1982] 502 – CA

P
Palmer and Saunders v Southend-on-Sea Borough Council [1984] 119 – CA
Payne v Spook Erection Ltd [1984] 219
Perera v 1. The Civil Service Commission and 2. The Department of Customs and Excise [1983] 166 – CA and [1982] 147
Peter Simper & Co Ltd v Cooke [1986] 19
Pickstone and ors v Freemans plc [1986] 335
Pink v 1. White and 2. White & Co (Earls Barton) Ltd [1985] 489
The Plessey Co plc v Wilson and ors [1982] 198 – CS
Popam Ltd v Weekes [1984] 388
Porcelli v Strathclyde Regional Council [1984] 467
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] 471

Presho v The Department of Health and Social Security (Insurance Officer) [1984] 74 – House of Lords and [1983] 295 – CA
President of the Methodist Conference v Parfitt [1984] 141 – CA
In re Prestige Group plc [1984] 166 – House of Lords
Pritchett and Dyjasek v J McIntyre Ltd [1986] 97
Property Guards Ltd v Taylor and anor [1982] 175

Q
Quinnen v Hovells [1984] 227

R
R v British Broadcasting Corporation ex parte Lavelle [1982] 404 – HC
R v Central Arbitration Committee ex parte BTP Tioxide Ltd [1982] 60
R v Central Arbitration Committee ex parte The Banking Insurance and Finance Union [1982] 505 – CA and [1982] 12 – HC
R v The Certification Officer ex parte The Amalgamated Union of Engineering Workers (Engineering Section) and ors [1983] 113 – CA and [1982] 67
R v The Commission for Racial Equality ex parte Prestige Group plc [1983] 408 – HC
R v Commission for Racial Equality ex parte Westminster City Council [1985] 426 – CA and [1984] 230 – HC
R v East Berkshire Health Authority ex parte Walsh [1984] 278 – CA
1. R v Hertfordshire County Council ex parte National Union of Public Employees and ors 2. R v East Sussex County Council ex parte National Union of Public Employees and ors [1985] 258 – CA
R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] 501 – HC
R v The Mansfield Justices ex parte Sharkey and ors [1984] 496 – HC
R v The Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and anor [1985] 28 – House of Lords, [1984] 309 – HC and [1984] 353 – CA
R v The Secretary of State for the Home Department ex parte Benwell [1985] 6 – HC
Rainey v Greater Glasgow Health Board Eastern District [1985] 414 – Court of Session and [1984] 88
Rath v Cruden Construction Ltd [1982] 9
Raval v Department of Health and Social Security and The Civil Service Commission [1985] 370
Read v Phoenix Preservation Ltd [1985] 93
1. Richard Read (Transport) Ltd v National Union of Mineworkers (South Wales Area) 2. George M Read Ltd v National Union of Mineworkers (South Wales Area) [1985] 67 – HC
Reiss Engineering Co Ltd v Harris [1985] 232 – HC
Richmond Precision Engineering Ltd v Pearce [1985] 179
Riley (formerly Rees) v Joseph Frisby Ltd [1982] 479
Roberts v Tate & Lyle Industries Ltd [1986] 150 – European Court of Justice
Robertson and Jackson v British Gas Corporation [1983] 302 – CA
Robinson v Carrickfergus Borough Council [1983] 122 – Northern Ireland CA
Rolls-Royce Motors Ltd v Dewhurst and ors [1985] 184
Rowe v Radio Rentals Ltd [1982] 177
Royal Society for the Prevention of Cruelty to Animals v Cruden [1986] 83
Royal Society for the Protection of Birds v Croucher [1984] 425
Royle v Trafford Borough Council [1984] 184 – HC

S
Saeed v Greater London Council (ILEA) [1986] 23 – HC
Sakals v United Counties Omnibus Co Ltd [1984] 474
Saunders v Bakers Food & Allied Workers' Union [1986] 16
Savoia v Chiltern Herb Farms Ltd [1982] 166 – CA
Scottish & Newcastle Breweries plc v Halliday [1986] 291
Secretary of State for Employment v Anchor Hotel (Kippford) Ltd [1985] 452
Secretary of State for Employment v Cheltenham Computer Bureau [1985] 333
Secretary of State for Employment v Cox [1984] 437
Secretary of State for Employment v 1. Deary and ors 2. Cambridgeshire County Council [1984] 180
Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] 11
Secretary of State for Employment v Spence and ors [1986] 248 – CA
Secretary of State for Scotland v Meikle [1986] 208
Secretary of State for Trade v Douglas [1983] 63
Select Managements Ltd v Westminster City Council [1985] 344 – CA
Seymour v British Airways Board [1983] 55
F C Shepherd & Co Ltd v Jerrom [1986] 358 and [1985] 275
Shipping Company Uniform Inc v International

Transport Workers' Federation and ors [1985] 71 – HC
 Shook v London Borough of Ealing [1986] 46
 Shove v Downs Surgical plc [1984] 17 – HC
 Showboat Entertainment Centre Ltd v Owens [1984] 7
 Siggs & Chapman (Contractors) Ltd v Knight [1984] 83
 Sillifant v Powell Duffryn Timber Ltd [1983] 91
 Sim v Rotherham Metropolitan Borough Council,
 Townend v Doncaster Metropolitan Borough Council,
 Barnfield v Metropolitan Borough Council of Solihull,
 Rathbone v London Borough of Croydon [1986] 391 –
 HC
 A Simpson & Son (Motors) v Reid and Findlater [1983]
 401
 Sisley v Britannia Security Systems Ltd [1983] 404
 SI (Systems & Instruments) Ltd v I. Grist and 2. Riley
 [1983] 391
 Slack v Greenham (Plant Hire) Ltd [1983] 271
 Smith v City of Glasgow District Council [1985] 79 –
 Court of Session
 Smith v Scot Bowyers Ltd [1986] 315 – CA
 Smiths Industries Aerospace & Defence Systems Ltd v
 Brookes [1986] 434
 In re Snaith [1982] 157 – Northern Ireland HC
 Southampton & South West Hampshire Health
 Authority (Teaching) v Marshall [1983] 237
 South West Launderettes Ltd v Laidler [1986] 305 – CA,
 [1986] 68
 Spencer and Griffin v Gloucestershire County Council
 [1985] 393 – CA
 Spook Erection Ltd v Thackray [1984] 116 – CS
 Stacey v Babcock Power Ltd [1986] 3
 Stapp v The Shafesbury Society [1982] 326 – CA
 Stein v Associated Dairies Ltd [1982] 447
 J & J Stern v Simpson [1983] 52
 Stockton-on-Tees Borough Council v Brown [1986] 432
 Strathclyde Regional Council v Neil [1984] 14 and
 [1984] 11 – Sheriff Court
 Strathclyde Regional Council v Porcelli [1986] 134 – CS
 Suffolk County Council v Secretary of State for the
 Environment and Alcock [1985] 24 – House of Lords
 Sun Printers Ltd v Westminster Press Ltd and anor
 [1982] 292 – CA

Surrey County Council v Lewis [1986] 11
 Swaine v Health and Safety Executive [1986] 205
 Swainston v Hetton Victory Club Ltd [1983] 164 – CA
 Sybron Corporation and anor v Rochem Ltd and ors
 [1983] 253 – CA

T

Tadd v Eastwood and Daily Telegraph Ltd [1985] 119 –
 CA and [1983] 320 – HC
 Taylor v Co-operative Retail Services Ltd [1982] 354 –
 CA
 Taylor and ors v National Union of Mineworkers
 (Derbyshire Area) and ors [1985] 99 – HC, [1985] 65 –
 HC and [1984] 440 – HC
 Taylor and Foulstone v 1. National Union of
 Mineworkers (Yorkshire Area) 2. National Union of
 Mineworkers [1984] 445 – HC
 Tayside Regional Council v McIntosh [1982] 272
 TBA Industrial Products Ltd v Locke [1984] 48
 TBA Industrial Products Ltd v Morland [1982] 331 –
 CA
 Tejani v The Superintendent Registrar for the District of
 Peterborough [1986] 502 – CA
 Therm A Stor Ltd v Atkins and ors [1983] 78 – CA
 Thomas and ors v National Union of Mineworkers
 (South Wales Area) and ors [1985] 136 – HC
 Thomas Scott & Sons (Bakers) Ltd v Allen and ors
 [1983] 329 – CA
 Thomson v Alloa Motor Company Ltd [1983] 403
 Thompson, Gray and Nicholson v Smiths Shiprepairers
 (North Shields) Ltd; Blacklock and Waggott v Swan
 Hunter Shipbuilders Ltd; Mitchell v Vickers Armstrong
 Ltd and Swan Hunter Shipbuilders Ltd [1984] 93 – HC
 Tilgate Pallets Ltd v Barras and ors [1983] 231
 Tracey v Zest Equipment Co Ltd [1982] 268
 Transport & General Workers' Union v Ledbury
 Preserves (1928) Ltd [1986] 492 and [1985] 412
 Trimble v Supertravel Ltd [1982] 451
 Trusthouse Forte (Catering) Ltd v Adonis [1984] 382

U

Universe Tankships Inc of Monrovia v International

Transport Workers' Federation and ors [1982] 200 –
 House of Lords
 University of Liverpool v I. Humber and 2. Birch
 [1985] 165 – CA and [1984] 54

W

Wadham Stringer Commercials (London) Ltd and
 Wadham Stringer Vehicles Ltd v Brown [1983] 46
 Wadley v Eager Electrical Ltd [1986] 93
 Waite v Government Communications Headquarters
 [1983] 341 – House of Lords and [1983] 161 – CA
 Warrilow v Robert Walker Ltd [1984] 304
 Watches of Switzerland Ltd v Savell [1983] 141
 West v Kneels [1986] 430
 West Bromwich Building Society v Townsend [1983]
 147 – HC
 West Midland Co-operative Society Ltd v Tipton [1986]
 112 – House of Lords, [1985] 116 – CA and [1983] 276
 Westwood v Secretary of State for Employment [1984]
 209 – House of Lords, [1983] 419 – CA and [1982] 350
 White v Holbrook Precision Castings [1985] 215 – CA
 1. Wicks v Firth (HM Inspector of Taxes) 2. Johnson v
 Firth (HM Inspector of Taxes) [1983] 80 – House of
 Lords and [1982] 25 – CA
 Wignall v British Gas Corporation [1984] 493
 William Muir (Bond 9) Ltd v Lamb [1985] 95
 Williams and ors v Compair Maxam [1982] 83
 Williams v National Theatre Board Ltd [1982] 377 – CA
 W & J Wass Ltd v Binns [1982] 283 – CA
 Woodcock and ors v I. The Committee for the Time
 Being of the Friends School, Wigton 2. Genwise Ltd
 [1986] 490
 Woods v W M Car Services (Peterborough) Ltd [1982]
 413 – CA
 Worringham and Humphreys Ltd v Lloyds Bank Ltd
 [1982] 74 – CA

Y

Young and others v The United Kingdom [1983] 35 –
 European Court of Human Rights

Cumulative Case Index

100 CONTRACTS OF EMPLOYMENT

101 Meaning of "employee"

Davies v Presbyterian Church of Wales [1986] IRLR 194 – House of Lords
Miles v Wakefield Metropolitan District Council [1985] IRLR 108 – CA
Hyland v J H Barker (North-West) Ltd [1985] IRLR 403
The President of the Methodist Conference v Parfitt [1984] IRLR 141 – CA
Nethermere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 – CA and [1983] IRLR 103
Daley v Allied Suppliers Ltd [1983] IRLR 14
O'Kelly and others v Trusthouse Forte plc [1983] IRLR 369 – CA
Oliver v J P Malnick & Co [1983] IRLR 456

110 Written particulars

Mears v Safecar Security Ltd [1982] IRLR 183 – CA
110.1 Written particulars – Legal effect
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – CA

111.9 Written particulars – Items to be specified – Sick pay

Howman & Son v Blyth [1983] IRLR 139
Mears v Safecar Security Ltd [1982] IRLR 183 – CA
120 Terms of employment
Cadoux v Central Regional Council [1986] IRLR 131 – CS

R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – House of Lords, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC
City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA
Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Sybron Corporation and another v Rochem Ltd and others [1983] IRLR 253 – CA
Horalc Ltd v Gatland [1983] IRLR 459 – HC
Tayside Regional Council v McIntosh [1982] IRLR 272
Riley v Joseph Frisby Ltd [1982] IRLR 479

120.1 Terms of employment – Restrictive covenant
The Marley Tile Co Ltd v Johnson [1982] IRLR 75 – CA

120.2 Terms of employment – Secrecy agreement
Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA and [1984] IRLR 61 – HC

1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – Northern Ireland CA and [1982] IRLR 456 – Northern Ireland HC

120.5 Terms of employment – Duration
Dalgleish v Kew House Farm Ltd [1982] IRLR 251 – CA

122 Terms of employment – Job duties
Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
Cresswell and others v Board of Inland Revenue [1984] IRLR 190 – HC

124 Terms of employment – Pay
Miller v Hamworthy Engineering Ltd [1986] IRLR 465 – CA
Miles v Wakefield Metropolitan District Council [1985] IRLR 108 – CA

1. R v Hertfordshire County Council ex parte National Union of Public Employees and others and 2. R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA
Gibbons v Associated British Ports [1985] IRLR 376 – HC

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC
Burdett-Coutts and others v Hertfordshire County Council [1984] IRLR 91 – HC
Donelan v 1. Kerby Constructions Ltd and 2. Secretary of State for Employment [1983] IRLR 191

124.2 Terms of employment – Pay – Bonus scheme
1. Bond v CAV Ltd and 2. Neads v CAV Ltd [1983] IRLR 360 – HC

124.3 Terms of employment – Pay – Motor allowance
Keir and Williams v The County Council of Hereford & Worcester [1985] IRLR 505 – CA

125 Terms of employment – Hours of work

Lewis v Surrey County Council [1986] IRLR 455 – CA and [1986] IRLR 11

Suffolk County Council v Secretary of State for the Environment and Alcock [1985] IRLR 24 – House of Lords

Secretary of State for Employment v 1. Deary and others and 2. Cambridgeshire County Council [1984] IRLR 180

Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381 – CA

125.1 Terms of employment – Hours of work – Overtime
Evans v Elemeta Holdings [1982] IRLR 143

127 Terms of employment – Notice
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC

1. Bond v CAV Ltd and 2. Neads v CAV Ltd [1983] IRLR 360 – HC

129 Terms of employment – Sick pay
Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 – CA

Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434

Howman & Son v Blyth [1983] IRLR 139
Mears v Safecar Security Ltd [1982] IRLR 183 – CA

130 Terms of employment – Pension rights
Swaine v Health and Safety Executive [1986] IRLR 205

Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 – CS

Waite v Government Communications Headquarters [1983] IRLR 341 – House of Lords and [1983] IRLR 161 – CA

DHSS v Coy [1983] IRLR 474
Age Concern Scotland v Hines [1983] IRLR 477

131 Terms of employment – Duty of fidelity
Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA

Nova Plastics Ltd v Froggatt [1982] IRLR 146
132 Terms of employment – Director's fiduciary duty

Horalc Ltd v Gatland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC

The Maintenance Co Ltd v Dormer [1982] IRLR 491

133 Terms of employment – Duty to take reasonable care
Dutton & Clark Ltd v Daly [1985] IRLR 363

134 Terms of employment – Duty of mutual trust and confidence
Wadley v Eager Electrical Ltd [1986] IRLR 93

Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

136 Terms of employment – Lay off
Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA

Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

1. Bond v CAV Ltd and 2. Neads v CAV Ltd [1983] IRLR 360 – HC

137 Terms of employment – Appeals procedure
Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA

In re Snaith [1982] IRLR 157 – Northern Ireland HC

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

138 Terms of employment – Disputes procedure
Tadd v 1. Eastwood and 2. Daily Telegraph Ltd [1985] IRLR 119 – CA and [1983] IRLR 320 – HC

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

139 Terms of employment – Disciplinary procedure
Saeed v Greater London Council (Inner London Education Authority) [1986] IRLR 23 – HC

Honeyford v City of Bradford Metropolitan Council and anor [1986] IRLR 32 – CA

Calvey and others v Merseyside Police [1986] IRLR 177 – CA

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

150.2 Employment-related torts – Conspiracy
Faccenda Chicken Ltd v Fowler and others [1984] IRLR 61 – HC

160 Effect of collective agreement

Marley v Forward Trust Group Ltd [1986] IRLR 369 – CA and [1986] IRLR 43

Cadoux v Central Regional Council [1986] IRLR 131 – CS

NCB v NUM and others [1986] IRLR 439 – HC

Miller v Hamworthy Engineering Ltd [1986] IRLR 461 – CA

Tadd v 1. Eastwood and 2. Daily Telegraph Ltd [1985]

IRLR 119 – CA and [1983] IRLR 320 – HC

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA
Gibbons v Associated British Ports [1985] IRLR 376 – HC

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – HC

1. Bond v CAV Ltd and 2. Neads v CAV Ltd [1983] IRLR 360 – HC

170 Termination – Wrongful dismissal

R v Secretary of State for the Home Department ex parte Benwell [1985] IRLR 6 – HC

1. R v Hertfordshire County Council ex parte National Union of Public Employees and others and 2. R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA

R v East Berkshire Health Authority [1984] IRLR 278 – CA

Blyth v The Scottish Liberal Club and others [1983] IRLR 245 – CS

Dalgleish v Kew House Farm Ltd [1982] IRLR 251 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

171 Wrongful dismissal

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

Westwood v Secretary of State for Employment [1984] IRLR 209 – House of Lords

175 Termination – Frustration

Notcutt v Universal Equipment Co (London) Ltd [1986] IRLR 218 – CA

Norris v Southampton City Council [1982] IRLR 141

179 Breach of contract

Shook v London Borough of Ealing [1986] IRLR 46

Faccenda Chicken Ltd v Fowler and others [1986] IRLR 69 – CA

Cadoux v Central Regional Council [1986] IRLR 131 – CS

Sim v Rotherham Metropolitan Borough Council, Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

Gibbons v Associated British Ports [1985] IRLR 376 – HC

Gill and others v Cape Contracts Ltd [1985] IRLR 499 – Northern Ireland HC

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC

Keir and Williams v The County Council of Hereford & Worcester [1985] IRLR 505 – CA

Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Burdett-Coutts and others v Hertfordshire County Council [1984] IRLR 91 – HC

Royle v Trafford Borough Council [1984] IRLR 184 – HC

Cresswell and others v Board of Inland Revenue [1984] IRLR 190 – HC

1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – Northern Ireland CA and [1982] IRLR 456 – Northern Ireland HC

Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382

Robertson and Jackson v British Gas Corporation [1983] IRLR 302 – CA

1. Bond v CAV Ltd and 2. Neads v CAV Ltd [1983] IRLR 360 – HC

Norris v Southampton City Council [1982] IRLR 141

Rowe v Radio Rentals Ltd [1982] IRLR 177

180 Continuity of employment

South West Launderettes Ltd v Laidler [1986] IRLR 305 – CA and [1986] IRLR 68

Flack and others v Kodak Ltd [1986] IRLR 255 – CA and [1985] IRLR 443

Lewis v Surrey County Council [1986] IRLR 455 – CA and [1986] IRLR 11

Ingram v Foxon [1985] IRLR 5

Jeetle v Elster [1985] IRLR 227

Secretary of State for Employment v 1. Deary and others and 2. Cambridgeshire County Council [1984] IRLR 180

Hair Colour Consultants Ltd v Mena [1984] IRLR 386

Ford v Warwickshire County Council [1983] IRLR 126 – House of Lords and [1982] IRLR 246 – CA

191 Remedies – Damages

Sim v Rotherham Metropolitan Borough Council,

Townend v Doncaster Metropolitan Borough Council, Barnfield v Metropolitan Borough Council of Solihull, Rathbone v London Borough of Croydon [1986] IRLR 391 – HC

Bliss v South East Thames Regional Health Authority [1985] IRLR 308 – CA

Gill and others v Cape Contracts Ltd [1985] IRLR 499 – Northern Ireland HC

Strathclyde Regional Council v Neil [1984] IRLR 14 and 11

Shove v Downs Surgical plc [1984] IRLR 17 – HC

Royle v Trafford Borough Council [1984] IRLR 184 – HC

Westwood v Secretary of State for Employment [1984] IRLR 209 – House of Lords

192 Remedies – Declaration

R v Secretary of State for Foreign and Commonwealth Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – House of Lords, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC

193 Remedies – Injunction

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

194 Remedies – Order of certiorari

Calveley and others v Merseyside Police [1986] IRLR 177 – CA

1. R v Hertfordshire County Council ex parte National Union of Public Employees and others and 2. R v East Sussex County Council ex parte National Union of Public Employees and others [1985] IRLR 258 – CA

R v Liverpool City Corporation ex parte Ferguson and Ferguson [1985] IRLR 501 – HC

R v East Berkshire Health Authority [1984] IRLR 278 – CA

In re Snaith [1982] IRLR 157 – Northern Ireland HC

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

196 Remedies – Specific performance

Irani v Southampton and South-West Hampshire Health Authority [1985] IRLR 203 – HC

City and Hackney Health Authority v National Union of Public Employees and others [1985] IRLR 252 – CA

R v BBC ex parte Lavelle [1982] IRLR 404 – HC

197 Remedies – Restitution

Horcal Ltd v Garland [1984] IRLR 288 – CA and [1983] IRLR 459 – HC

The County Council of Avon v Howlett [1983] IRLR 171 – CA

200 UNFAIR DISMISSAL

211 Exclusions and qualifications – Meaning of “employee”

Davies v Presbyterian Church of Wales [1986] IRLR 194 – House of Lords

The President of the Methodist Conference v Parfitt [1984] IRLR 141 – CA

Neithemere (St Neots) Ltd v Taverna and Gardiner [1984] IRLR 240 – CA and [1983] IRLR 103

O’Kelly and others v Trusthouse Forte plc [1983] IRLR 369 – CA

Hawley v Fieldcastle & Co Ltd [1982] IRLR 223

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

212 Exclusions and qualifications – Claim in time

F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275

Leech v Preston Borough Council [1985] IRLR 337

London Borough of Newham v Ward [1985] IRLR 509 – CA

Palmer and Saunders v Southend-on-Sea Borough Council [1984] IRLR 119 – CA

Swainston v Hetton Victory Club Ltd [1983] IRLR 164 – CA

Churchill v Yeates & Son Ltd [1983] IRLR 187

Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271

TBA Industrial Products Ltd v Morland [1982] IRLR 331 – CA

213 Exclusions and qualifications – 52 weeks’ continuous employment

Lewis v Surrey County Council [1986] IRLR 455 – CA and [1986] IRLR 11

West v Kneels Ltd [1986] IRLR 430

Ingram v Foxon [1985] IRLR 5

Jeetle v Elster [1985] IRLR 227

Hyland v J H Barker (North-West) Ltd [1985] IRLR 403

The General of the Salvation Army v Dewsbury [1984] IRLR 222

Hair Colour Consultants Ltd v Mena [1984] IRLR 386

Ford v Warwickshire County Council [1983] IRLR 126 – House of Lords and [1982] IRLR 246 – CA

Hawley v Fieldcastle & Co Ltd [1982] IRLR 223

Stapp v The Shaftesbury Society [1982] IRLR 326 – CA

213.3 Exclusions and qualifications – Service qualification – 20 or less employees

South West Launderettes Ltd v Laidler [1986] IRLR 305 – CA

Cox v ELG Metals Ltd [1984] IRLR 3

Poparm Ltd v Weekes [1984] IRLR 388

214 Exclusions and qualifications – Upper age limit

Swaine v Health and Safety Executive [1986] IRLR 205

Secretary of State for Scotland v Meikle [1986] IRLR 208

Highlands & Islands Development Board v MacGillivray [1986] IRLR 210 – CS

Hughes v DHSS, Coy v DHSS, DOE v Jarnell [1985] IRLR 263 – House of Lords and [1984] IRLR 360 – CA

Secretary of State for Trade v Douglas [1983] IRLR 63

Waite v Government Communications Headquarters [1983] IRLR 341 – House of Lords and [1983] IRLR 161 – CA

DHSS v Coy [1983] IRLR 474

Age Concern Scotland v Hines [1983] IRLR 477

Duke v Reliance Systems Ltd [1982] IRLR 347

215.1 Exclusions and qualifications – Excluded cases – Work ordinarily outside GB

Cox v ELG Metals Ltd [1984] IRLR 3

218 Exclusions and qualifications – Agreement precluding complaint

Hennessy v Craigmyle & Co Ltd and ACAS [1986] IRLR 300 – CA and [1985] IRLR 446

Courage Take Home Trade Ltd v Keys [1986] IRLR 427

Gilbert v Kembridge Fibres Ltd [1984] IRLR 52

Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271

The Milestone School of English Ltd v Leakey [1982] IRLR 3

Moore v Duport Furniture Products Ltd and others [1982] IRLR 31 – House of Lords

221 Was employee dismissed? – Termination by employer

Shook v London Borough of Ealing [1986] IRLR 46

Lucas v Norton of London Ltd [1984] IRLR 86

McKnight v Adlestons (Jewellers) Ltd [1984] IRLR 453 – Northern Ireland CA

Hindle Gears Ltd v McGinty and others [1984] IRLR 477

British Broadcasting Corporation v Beckett [1983] IRLR 43

Martin v Yeoman Aggregates Ltd [1983] IRLR 49

J & J Stern v Simpson [1983] IRLR 52

Norris v Southampton City Council [1982] IRLR 145

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

Stapp v The Shaftesbury Society [1982] IRLR 326 – CA

222 Was employee dismissed? – Termination by agreement/offer of new employment

Igbo v Johnson Matthey Chemicals Ltd [1986] IRLR 215 – CA and [1985] IRLR 189

McKnight v Adlestons (Jewellers) Ltd [1984] IRLR 453 – Northern Ireland CA

Tracey v Zest Equipment Co Ltd [1982] IRLR 268

223 Was employee dismissed? – Resignation/employee repudiation

F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275

Martin v MBS Fastenings (Glynwed) Distribution Ltd [1983] IRLR 198 – CA

Barclay v City of Glasgow District Council [1983] IRLR 313

224 Was employee dismissed? – Employer repudiation/constructive dismissal

F C Shepherd & Co Ltd v Jerrom [1986] IRLR 358 – CA and [1985] IRLR 275

Cawley v South Wales Electricity Board [1985] IRLR 89

Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 – CA

Lewis v Motorworld Garages Ltd [1985] IRLR 465 – CA

British Broadcasting Corporation v Beckett [1983] IRLR 43

Wadham Stringer Commercial (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46

Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA

Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA

224.1 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in status, title or grade

Harrison v Norwest Holst Group Administration Ltd [1985] IRLR 240 – CA and [1984] IRLR 419

McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179

British Broadcasting Corporation v Beckett [1983] IRLR 43

Wadham Stringer Commercial (London) Ltd and Wadham Stringer Vehicles Ltd v Brown [1983] IRLR 46

224.2 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in job content

McNeil v Messrs Charles Crimin (Electrical Contractors) Ltd [1984] IRLR 179

Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA

224.3 Was employee dismissed? – Employer repudiation/constructive dismissal – Change in pay or fringe benefits

Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA

224.6 Was employee dismissed? – Employer repudiation/constructive dismissal – Employee’s safety

Dutton & Clark Ltd v Daly [1985] IRLR 363

224.9 Was employee dismissed? – Employer repudiation/constructive dismissal – Other circumstances entitling the employee to terminate

Lewis v Motorworld Garages Ltd [1985] IRLR 465 – CA

225 Was employee dismissed? – Frustration of contract

F C Shepherd & Co Ltd v Jerrom [1986] IRLR 358 – CA and [1985] IRLR 275

Norris v Southampton City Council [1982] IRLR 141

226 Date of termination

West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL

West v Kneels Ltd [1986] IRLR 430

Leech v Preston Borough Council [1985] IRLR 337

London Borough of Newham v Ward [1985] IRLR 509 – CA

Stapp v The Shaftesbury Society [1982] IRLR 326 – CA

TBA Industrial Products Ltd v Morland [1982] IRLR 331 – CA

230 Reason for dismissal

Hempell v W H Smith & Sons Ltd [1986] IRLR 95

Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA

Maud v Penwith District Council [1984] IRLR 24 – CA

Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA

The Maintenance Co Ltd v Dormer [1982] IRLR 491

231 No reason for dismissal shown: evidence

Shook v London Borough of Ealing [1986] IRLR 46

Adams v Derby City Council [1986] IRLR 163

Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165

Kent County Council v Gilham and others [1985] IRLR 18 – CA

Babar Indian Restaurant v Rawat [1985] IRLR 57

Maud v Penwith District Council [1984] IRLR 24 – CA and [1982] IRLR 388

Payne v Spook Erection Ltd [1984] IRLR 219

Grootcon (UK) Ltd v Keld [1984] IRLR 302

Hoison v Wisbech Conservative Club [1984] IRLR 422

Thomson v Alloa Motor Co Ltd [1983] IRLR 403

McCrory v Magee [1983] IRLR 414 – Northern Ireland CA

232.1 Reason for dismissal – Capability – Skill/competence

RSPCA v Cruden [1986] IRLR 83

Gair v Bevan Harris Ltd [1983] IRLR 368 – CS

232.2 Reason for dismissal – Capability – Health

Shook v London Borough of Ealing [1986] IRLR 46

Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434

Grootcon (UK) Ltd v Keld [1984] IRLR 302

Seymour v British Airways Board [1983] IRLR 55

Lewis v John Adamson & Co Ltd [1982] IRLR 233

233 Reason for dismissal – Qualifications

Tayside Regional Council v McIntosh [1982] IRLR 272

234 Reason for dismissal – Conduct

Thomson v Alloa Motor Co Ltd [1983] IRLR 403

Dunn v Pochin (Contractors) Ltd [1982] IRLR 449

Riley v Joseph Frisby Ltd [1982] IRLR 479

234.1 Reason for dismissal – Conduct – Attendance

Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53

234.11 Reason for dismissal – Conduct – Attendance – Lateness

Stein v Associated Dairies Ltd [1982] IRLR 447

234.16 Reason for dismissal – Conduct – Attendance – Refusal to work hours requested

Brandon and Goold v Murphy Bros [1983] IRLR 54

234.18 Reason for dismissal – Conduct – Attendance – Unauthorised absence

Murray MacKinnon v Forno [1983] IRLR 7

Tracey v Zest Equipment [1982] IRLR 268

234.2 Reason for dismissal – Conduct – Inadequate performance

RSPCA v Cruden [1986] IRLR 83

Smith v City of Glasgow District Council [1985] IRLR 79 – CS

Henderson v Granville Tours Ltd [1982] IRLR 494

234.32 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in job content

Woods v W M Car Services (Peterborough) Ltd [1982] IRLR 413 – CA

Trimble v Supertravel Ltd [1982] IRLR 451

234.33 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in place of work

Chubb Fire Security Ltd v Harper [1983] IRLR 311

234.34 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to accept a change in place of work

Chubb Fire Security Ltd v Harper [1983] IRLR 311

234.36 Reason for dismissal – Conduct – Refusal to co-operate with management – Refusal to obey an order

Payne v Spook Erection Ltd [1984] IRLR 219

Lewis v John Adamson & Co Ltd [1982] IRLR 233

W & J Wass Ltd v Binns [1982] IRLR 283 – CA

234.41 Reason for dismissal – Conduct – Relationship with other employees – Violence

Gibson and ors v British Transport Docks Board [1982] IRLR 228

Kingston v British Railways Board [1982] IRLR 274

234.6 Reason for dismissal – Conduct – Alleged or proven criminal acts

Hollier v Pysu Ltd [1983] IRLR 260 – CA
234.61 Reason for dismissal – Conduct – Alleged or proven criminal acts – Theft
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
234.7 Reason for dismissal – Conduct – Breach of company rules
Murray MacKinnon v Forno [1983] IRLR 7
Ladbroke Racing Ltd v Arnott and others [1983] IRLR 154 – Court of Session
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
234.76 Reason for dismissal – Conduct – Breach of company rules – Working in competition
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
Nova Plastics Ltd v Froggatt [1982] IRLR 141
Rowe v Radio Rentals Ltd [1982] IRLR 177
234.77 Reason for dismissal – Conduct – Breach of company rules – Dishonesty
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Hoison v Wisbech Conservative Club [1984] IRLR 422
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
McCrory v Magee [1983] IRLR 414 – Northern Ireland CA
Morley's of Brixton Ltd v Minott [1982] IRLR 270
The Maintenance Co Ltd v Dormer [1982] IRLR 491
234.91 Reason for dismissal – Conduct – Failure to disclose criminal conviction
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
236 Other substantial reason for dismissal
Wadley v Eager Electrical Ltd [1986] IRLR 93
Hennan v TNT-IPEC (UK) Ltd [1986] IRLR 165
Kent County Council v Gilham and others [1985] IRLR 18 – CA
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Grootoon (UK) Ltd v Keld [1984] IRLR 302
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA and [1983] IRLR 278
Kelman v G J Oram [1983] IRLR 432
Evans v Elemeta Holdings [1982] IRLR 143
237 Reason for dismissal – Inadmissible reason/union membership grounds
Therm A Stor Ltd v Atkins and others [1983] IRLR 78 – CA
Maund v Penwith District Council [1982] IRLR 399
237.11 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Membership
Artisan Press v Srawley and Parker [1986] IRLR 126
Rath v Cruden Construction Ltd [1982] IRLR 9
237.13 Reason for dismissal – Inadmissible reason/union membership grounds – Trade union – Non-membership
Crosville Motor Services Ltd v Ashfield [1986] IRLR 475
McGhee v Midland British Road Services Ltd [1985] IRLR 198
Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Rath v Cruden Construction Ltd [1982] IRLR 9
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA
238 Reason for dismissal – Pregnancy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Lucas v Norton of London Ltd [1984] IRLR 86
239 Transfer of undertaking
Richmond Precision Engineering Ltd v Pearce [1985] IRLR 179
239.1 Reason for dismissal – Transfer of undertaking – Whether reason connected with transfer
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
239.2 Reason for dismissal – Transfer of undertaking – Economic, technical or organisational reason
Forth Estuary Engineering Ltd v Lister and others [1986] IRLR 59
Fenton v Stablegold Ltd [1986] IRLR 64
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA
McGrath v Rank Leisure Ltd [1985] IRLR 323
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
241 Whether reason for dismissal is redundancy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
Lamont v Fry's Metals Ltd [1985] IRLR 470 – CA
McKindley v William Hill (Scotland) Ltd [1985] IRLR

492
Maund v Penwith District Council [1984] IRLR 24 – CA and [1982] IRLR 399
241.3 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy?
Babar Indian Restaurant v Rawat [1985] IRLR 57
241.32 Reason for dismissal – Redundancy – Was dismissal for purposes of redundancy? – Diminishing work requirements
North Yorkshire County Council v Fay [1985] IRLR 247 – CA
Pink v 1. White and 2. White & Co (Earls Barton) Ltd [1985] IRLR 489
Murphy v Epsom College [1984] IRLR 271 – CA and [1983] IRLR 395
Cowen v Haden Carrier Ltd [1982] IRLR 225
Haden Ltd v Cowen [1982] IRLR 314 – CA
242 Reason for dismissal – Redundancy – Selection for redundancy
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
Green v A & I Fraser (Wholesale Fish Merchants) Ltd [1985] IRLR 55
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
A Simpson & Son (Motors) v Reid and Findlater [1983] IRLR 401
1. Abbotts and 2. Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Williams and others v Compair Maxam Ltd [1982] IRLR 83
242.1 Reason for dismissal – Redundancy – Selection for redundancy – Circumstances applied equally to other employees holding similar positions
Robinson v Carrickfergus Borough Council [1983] IRLR 122 – Northern Ireland CA
242.3 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.31 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of a customary arrangement – Special reasons for contravention
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.4 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure
Henry v Ellerman City Liners Ltd [1984] IRLR 408 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.41 Reason for dismissal – Redundancy – Selection for redundancy – Contravention of an agreed procedure – Special reasons for contravention
Cross International v Reid and ors [1985] IRLR 387 – CA
Tilgate Pallets Ltd v Barras and others [1983] IRLR 231
242.5 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness
B L Cars Ltd v Lewis [1983] IRLR 58
242.51 Reason for dismissal – Redundancy – Selection for redundancy – Company policy: reasonableness – Contravention of company policy
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
250 Sufficiency of reason for dismissal
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
Cawley v South Wales Electricity Board [1985] IRLR 89
Greenall Whitley plc v Carr [1985] IRLR 289
Anandrajah v Lord Chancellor's Department [1984] IRLR 131
Dobie v Burns International Security Services (UK) Ltd [1984] IRLR 329 – CA
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
Williams and others v Compair Muxam Ltd [1982] IRLR 83
Savoia v Chiltern Herb Farms Ltd [1982] IRLR 166 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
251 Sufficiency of reason for dismissal – Onus of proof
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
Smith v City of Glasgow District Council [1985] IRLR 79 – CS
Barratt Construction Ltd v Dalrymple [1984] IRLR 385
Murray MacKinnon v Forno [1983] IRLR 7
1. Abbotts and 2. Standley v Wesson-Glynwed Steels Ltd [1982] IRLR 51
Nova Plastics Ltd v Froggatt [1982] IRLR 146
Maund v Penwith District Council [1982] IRLR 399
252 Reasonableness in the circumstances: IR Code of Practice
Grundy (Teddington) Ltd v Plummer and Salt [1983] IRLR 98
252.11 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Fair and effective arrangements

Moyes v Hylton Castle Working Men's Social Club & Institute Ltd [1986] IRLR 482
Read v Phoenix Preservation Ltd [1985] IRLR 93
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Rowe v Radio Rentals Ltd [1982] IRLR 177
Gibson and ors v British Transport Docks Board [1982] IRLR 228
252.12 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Agreed with employee representatives
W Brooks & Son v Skinner [1984] IRLR 379
252.15 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Circumstances which can lead to penalty known
W Brooks & Son Ltd v Skinner [1984] IRLR 379
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
252.17 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to state case
Pritchett and Dyjasek v J McIntyre Ltd [1986] IRLR 97
Read v Phoenix Preservation Ltd [1985] IRLR 93
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Anandrajah v Lord Chancellor's Department [1984] IRLR 131
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
Murray MacKinnon v Forno [1983] IRLR 7
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
W & J Wass Ltd v Binns [1982] IRLR 283 – CA
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA
252.18 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to be represented
Anandrajah v Lord Chancellor's Department [1984] IRLR 131
252.19 Reasonableness in the circumstances: IR Code of Practice – Disciplinary procedure – Opportunity to appeal
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL, [1985] IRLR 116 – CA and [1983] IRLR 276
Stein v Associated Dairies Ltd [1982] IRLR 447
252.2 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure
RSPCA v Cruden [1986] IRLR 83
Stein v Associated Dairies Ltd [1982] IRLR 447
252.21 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Warnings
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
252.22 Reasonableness in the circumstances: IR Code of Practice – Operating the disciplinary procedure – Gross misconduct: dismissal for first breach
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
253 Reasonableness in the circumstances: Conduct and capability
Shook v London Borough of Ealing [1986] IRLR 46
The County Council of Hereford & Worcester v Neale [1986] IRLR 168 – CA and [1985] IRLR 281
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
Kingston v British Railways Board [1984] IRLR 146 – CA
Payne v Spook Erection Ltd [1984] IRLR 219
Murray MacKinnon v Forno [1983] IRLR 7
Brandon and Gould v Murphy Bros [1983] IRLR 54
Thomson v Alloa Motor Co Ltd [1983] IRLR 403
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175
Iceland Frozen Foods Ltd v Jones [1982] IRLR 439
Riley v Joseph Frisby Ltd [1982] IRLR 479
The Maintenance Co Ltd v Dormer [1982] IRLR 491
253.11 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – Inquiry and investigation
Read v Phoenix Preservation Ltd [1985] IRLR 93
Greenall Whitley plc v Carr [1985] IRLR 289
Siggs & Chapman (Contractors) Ltd v Knight [1984] IRLR 83
Royal Society for the Protection of Birds v Croucher [1984] IRLR 425
Sillifant v Powell Duffryn Timber Ltd [1983] IRLR 91
The Distillers Co (Bottling Services) Ltd v Gardner [1982] IRLR 47
Kingston v British Railways Board [1982] IRLR 274
W & J Wass Ltd v Binns [1982] IRLR 283 – CA
Dunn v Pochin (Contractors) Ltd [1982] IRLR 449
Henderson v Granville Tours Ltd [1982] IRLR 494
Harris and Shepherd v Courage Eastern Ltd [1982] IRLR 509 – CA

- 253.12 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To establish validity of reason**
Smith v City of Glasgow District Council [1985] IRLR 79 – CS
- The Distillers Co (Bottling Services) Ltd v Gardner* [1982] IRLR 47
- Lewis v John Adamson & Co Ltd* [1982] IRLR 233
- 253.13 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To warn of change in practice**
W Brooks and Son Ltd v Skinner [1984] IRLR 379
- 253.17 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To inform employee of reason for dismissal**
Prichett and Dyjasek v J McIntyre Ltd [1986] IRLR 97
- 253.18 Reasonableness in the circumstances: Conduct and capability – Employer responsibility – To attempt to find alternative employment**
Gair v Bevan Harris Ltd [1983] IRLR 368 – CS
- 253.3 Reasonableness in the circumstances: Conduct and capability – Penalty related to offence**
Trusthouse Forte (Catering) Ltd v Adonis [1984] IRLR 382
- British Broadcasting Corporation v Beckett* [1983] IRLR 43
- Ladbroke Racing Ltd v Arnott and others* [1983] IRLR 154 – Court of Session
- Iceland Frozen Foods Ltd v Jones* [1982] IRLR 439
- 253.4 Reasonableness in the circumstances: Conduct and capability – Injury or illness**
Smiths Industries Aerospace & Defence Systems Ltd v Brookes [1986] IRLR 434
- Lewis v John Adamson & Co Ltd* [1982] IRLR 233
- 253.41 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Disabled employee**
Seymour v British Airways Board [1983] IRLR 55
- 253.44 Reasonableness in the circumstances: Conduct and capability – Injury or illness – Attempt to find alternative employment**
Shook v London Borough of Ealing [1986] IRLR 46
- 253.53 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Dishonesty**
Hoison v Wisbech Conservative Club [1984] IRLR 422
- 253.55 Reasonableness in the circumstances: Conduct and capability – Summary dismissal – Gross misconduct**
Laughton and Hawley v Bapp Industrial Supplies Ltd [1986] IRLR 245
- Tracey v Zest Equipment Co Ltd* [1982] IRLR 268
- 253.6 Reasonableness in the circumstances: Conduct and capability – Breach of contract**
Chubb Fire Security Ltd v Harper [1983] IRLR 311
- 254 Reasonableness in the circumstances – Redundancy**
Stacey v Babcock Power Ltd (Construction Division) [1986] IRLR 3
- Forth Estuary Engineering Ltd v Lister and others* [1986] IRLR 59
- Rolls-Royce Motors Ltd v Dewhurst and others* [1985] IRLR 184
- McGrath v Rank Leisure Ltd* [1985] IRLR 323
- Henry v Ellerman City Liners Ltd* [1984] IRLR 408 – CA
- Grundy (Teddington) Ltd v Plummer and Salt* [1983] IRLR 98
- Meikle v McPhail (Charleston Arms)* [1983] IRLR 351
- Murphy v Epsom College* [1983] IRLR 395
- A Simpson & Son (Motors) v Reid and Findlater* [1983] IRLR 401
- Buchanan v Tilcon Ltd* [1983] IRLR 417 – CS
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- Cowen v Haden Carrier Ltd* [1982] IRLR 225
- Maud v Penwith District Council* [1982] IRLR 399
- 254.1 Reasonableness in the circumstances – Redundancy – Attempt to find alternative employment**
MDH Ltd v Sussex [1986] IRLR 123
- Gray v Shetland Norse Preserving Co Ltd* [1985] IRLR 53
- Barratt Construction Ltd v Dalrymple* [1984] IRLR 385
- Robinson v Carrickfergus Borough Council* [1983] IRLR 122 – Northern Ireland CA
- I. Abbots and 2. Standley v Wesson-Glynwed Steels Ltd* [1982] IRLR 51
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- 254.3 Reasonableness in the circumstances – Redundancy – Warning**
Gray v Shetland Norse Preserving Co Ltd [1985] IRLR 53
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- 254.4 Reasonableness in the circumstances – Redundancy – Consultation**
Howarth Timber (Leeds) Ltd v Biscomb [1986] IRLR 52
- Graham v ABF Ltd* [1986] IRLR 90
- Holden v Bradville Ltd* [1985] IRLR 483
- F Lafferty Construction Ltd v Duthie* [1985] IRLR 487
- Pink v I. White and 2. White & Co (Earls Barton) Ltd* [1985] IRLR 489
- Robinson v Carrickfergus Borough Council* [1983] IRLR 122 – Northern Ireland CA
- Tilgate Pallets Ltd v Barras and others* [1983] IRLR 231
- I. Abbots and 2. Standley v Wesson-Glynwed Steels Ltd* [1982] IRLR 51
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- Freud v Bentalls Ltd* [1982] IRLR 443
- 254.5 Reasonableness in the circumstances – Redundancy – Basis of selection**
Graham v ABF Ltd [1986] IRLR 90
- Stockton-on-Tees Borough Council v Brown* [1986] IRLR 432
- Gray v Shetland Norse Preserving Co Ltd* [1985] IRLR 53
- Green v A & I Fraser (Wholesale Fish Merchants) Ltd* [1985] IRLR 55
- Babar Indian Restaurant v Rawat* [1985] IRLR 57
- B L Cars Ltd v Lewis* [1983] IRLR 58
- I. Abbots and 2. Standley v Wesson-Glynwed Steels Ltd* [1982] IRLR 51
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- I. Clarke v Eley (IMI) Kynoch Ltd and 2. Eley (IMI) Kynoch Ltd v Powell* [1982] IRLR 482 and [1982] IRLR 131
- 254.6 Reasonableness in the circumstances – Redundancy – Applying the selection procedure**
Stockton-on-Tees Borough Council v Brown [1986] IRLR 432
- Green v A & I Fraser (Wholesale Fish Merchants) Ltd* [1985] IRLR 55
- Rolls-Royce Motors Ltd v Dewhurst and others* [1985] IRLR 184
- B L Cars Ltd v Lewis* [1983] IRLR 58
- Williams and others v Compair Maxam Ltd* [1982] IRLR 83
- 256 Reasonableness in the circumstances – Other substantial reason**
Wadley v Eager Electrical Ltd [1986] IRLR 93
- Kent County Council v Gilham and others* [1985] IRLR 18 – CA
- Richmond Precision Engineering Ltd v Pearce* [1985] IRLR 179
- North Yorkshire County Council v Fay* [1985] IRLR 247 – CA
- Dobie v Burns International Security Services (UK) Ltd* [1984] IRLR 329 – CA and [1983] IRLR 278
- Chubb Fire Security Ltd v Harper* [1983] IRLR 311
- Meikle v McPhail (Charleston Arms)* [1983] IRLR 351
- Kelman v G J Oram* [1983] IRLR 432
- Evans v Elemeta Holdings* [1982] IRLR 143
- 257 Sufficiency of reason for dismissal – Reasonableness in the circumstances – Equity and substantial merits of the case**
West Midlands Co-operative Society Ltd v Tipton [1986] IRLR 112 – HL
- Ladbroke Racing Ltd v Arnott and others* [1983] IRLR 154 – Court of Session
- Dobie v Burns International Security Services (UK) Ltd* [1983] IRLR 278
- 259 Sufficiency of reason for dismissal – Size and administrative resources of the undertaking**
Brandon and Goolb v Murphy Bros [1983] IRLR 54
- Meikle v McPhail (Charleston Arms)* [1983] IRLR 351
- Henderson v Granville Tours Ltd* [1982] IRLR 494
- 261 Dismissal and industrial action – Strike**
Hindle Gears Ltd v McGinty and others [1984] IRLR 477
- Midland Plastics v Till and others* [1983] IRLR 9
- 262 Dismissal and industrial action – Other industrial action**
Midland Plastics v Till and others [1983] IRLR 9
- Faust and others v Power Packing Casemakers Ltd* [1983] IRLR 117 – CA
- Naylor and others v I. Orton & Smith and 2. M D Tweddell Engineering Ltd* [1983] IRLR 233
- 263 Dismissal and industrial action – Selection for dismissal**
Coates and Venables v Modern Methods & Materials Ltd [1982] IRLR 318 – CA
- 264 Dismissal and industrial action – Selection for offer of re-engagement**
Express & Star Ltd v Bunday and others [1986] IRLR 477
- Courtaulds Northern Spinning Ltd v Moosa* [1984] IRLR 43
- Highlands Fabricators Ltd v McLaughlin* [1984] IRLR 482
- Williams and others v National Theatre Board* [1982] IRLR 377 – CA
- 266 Dismissal and industrial action – Date of dismissal**
Express & Star Ltd v Bunday and others [1986] IRLR 477
- 267 Dismissal and industrial action – Lock-out**
Express & Star Ltd v Bunday and others [1986] IRLR 477
- 272 Re-employment – Where practicable**
Boots Co plc v Lees-Collier [1986] IRLR 485
- Freemans plc v Flynn* [1984] IRLR 486
- 273 Re-employment – In accordance with equity**
Boots Co plc v Lees-Collier [1986] IRLR 485
- 274 Reinstatement/re-engagement**
Artisan Press v Sawley and Parker [1986] IRLR 126
- Lilley Construction Ltd v Dunn* [1984] IRLR 483
- 274.6 Re-employment – Reinstatement/re-engagement – Terms**
Electronic Data Processing Ltd v Wright [1986] IRLR 8
- 274.63 Re-employment – Reinstatement/re-engagement – Terms – Compensation – Interim loss**
Electronic Data Processing Ltd v Wright [1986] IRLR 8
- 281 Compensation – Just and equitable in all the circumstances**
Addison v Babcock FATA Ltd [1986] IRLR 388
- Courage Take Home Trade Ltd v Keys* [1986] IRLR 427
- F C Shepherd & Co Ltd v Jerrom* [1985] IRLR 275
- Finnie v Top Hat Frozen Foods* [1985] IRLR 365
- Iggesund Converters Ltd v Lewis* [1984] IRLR 431
- MBS Ltd v Calo* [1983] IRLR 189
- 283 Compensation – compensatory award**
Forth Estuary Engineering Ltd v Lister and others [1986] IRLR 59
- Finnie v Top Hat Frozen Foods* [1985] IRLR 365
- Courtaulds Northern Spinning Ltd v Moosa* [1984] IRLR 43
- TBA Industrial Products Ltd v Locke* [1984] IRLR 48
- Lucas and others v Laurence Scott Electromotors Ltd* [1983] IRLR 61
- Robinson v Carrickfergus Borough Council* [1983] IRLR 122 – Northern Ireland CA
- MBS Ltd v Calo* [1983] IRLR 189
- Les Ambassadeurs Club v Binda* [1982] IRLR 5
- Gardiner-Hill v Roland Berger Technics Ltd* [1982] IRLR 498
- 283.1 Compensation – Compensatory award – Past loss**
Gilham and others v Kent County Council [1986] IRLR 56
- I. Abbots and 2. Standley v Wesson-Glynwed Steels Ltd* [1982] IRLR 51
- 283.13 Compensation – Compensatory award – Past loss – Recoupment**
Mason v I. Wimpey Waste Management Ltd and 2. Secretary of State for Employment [1982] IRLR 454
- 283.22 Compensation – Compensatory award – Future loss – Long term**
Holroyd v Gravure Cylinders Ltd [1984] IRLR 259
- 283.3 Compensation – Compensatory award – Future loss**
F C Shepherd & Co Ltd v Jerrom [1985] IRLR 275
- 283.5 Compensation – Compensatory award – Loss of protection against unfair dismissal**
S H Muffett Ltd v Head [1986] IRLR 488
- 283.7 Compensation – Compensatory award – Loss of pension rights**
TBA Industrial Products Ltd v Locke [1984] IRLR 48
- Freemans plc v Flynn* [1984] IRLR 486
- Manpower Ltd v Hearne* [1983] IRLR 281
- 284 Compensation – Mitigation of loss**
Scottish & Newcastle Breweries plc v Halliday [1986] IRLR 291
- William Muir (Bond 9) Ltd v Lamb* [1985] IRLR 95
- Martin v Yeomen Aggregates Ltd* [1983] IRLR 49
- Trimble v Supertravel Ltd* [1982] IRLR 451
- Gardiner-Hill v Roland Berger Technics Ltd* [1982] IRLR 498
- 285 Compensation – Contributory fault**
RSPCA v Cruden [1986] IRLR 83
- Crosville Motor Services Ltd v Ashfield* [1986] IRLR 475
- Moyes v Hylton Castle Working Men's Social Club & Institute Ltd* [1986] IRLR 482
- Boots Co plc v Lees-Collier* [1986] IRLR 485
- F C Shepherd & Co Ltd v Jerrom* [1985] IRLR 275
- Finnie v Top Hat Frozen Foods* [1985] IRLR 365
- Courtaulds Northern Spinning Ltd v Moosa* [1984] IRLR 43
- TBA Industrial Products Ltd v Locke* [1984] IRLR 48
- Holroyd v Gravure Cylinders Ltd* [1984] IRLR 259
- Warriow v Robert Walker Ltd* [1984] IRLR 304
- Iggesund Converters Ltd v Lewis* [1984] IRLR 431
- Murray MacKinnon v Forno* [1983] IRLR 7
- Hollier v Plysu Ltd* [1983] IRLR 260 – CA
- Les Ambassadeurs Club v Binda* [1982] IRLR 5
- Ladup Ltd v Barnes* [1982] IRLR 7
- Allen v Hammett* [1982] IRLR 89
- Property Guards Ltd v Taylor and Kershaw* [1982] IRLR 175
- Gibson and ors v British Transport Docks Board* [1982] IRLR 228
- Dunn v Pochin (Contractors) Ltd* [1982] IRLR 449
- Trimble v Supertravel Ltd* [1982] IRLR 451
- 286 Compensation – Additional award**
Freemans plc v Flynn [1984] IRLR 486
- 287 Compensation – Deductions**
Addison v Babcock FATA Ltd [1986] IRLR 388
- McCarthy v British Insulated Callenders Cables plc* [1985] IRLR 94
- Finnie v Top Hat Frozen Foods* [1985] IRLR 365
- TBA Industrial Products Ltd v Locke* [1984] IRLR 48

MBS Ltd v Calo [1983] IRLR 189

288 Compensation – Basic award

Fenton v Stablegold Ltd [1986] IRLR 64

RSPCA v Cruden [1986] IRLR 83

Shove v Downs Surgical plc [1984] IRLR 17 – HC

Les Ambassadeurs Club v Binda [1982] IRLR 5

289.5 Compensation – Review

Ladup Ltd v Barnes [1982] IRLR 7

289.6 Compensation – Special award

Artisan Press v Srawley and Parker [1986] IRLR 126

292 Costs

Colin Johnson v Baxter [1985] IRLR 96

Davidson v I. John Calder (Publishers) Ltd and 2. The

Calder Educational Trust Ltd [1985] IRLR 97

Stein v Associated Dairies Ltd [1982] IRLR 447

293 Tribunal procedure

Peter Simper & Co Ltd v Cooke [1986] IRLR 19

Hannan v TNT-IPEC (UK) Ltd [1986] IRLR 165

Anandrajah v Lord Chancellor's Department [1984] IRLR 131

Hoson v Wisbech Conservative Club [1984] IRLR 422

Itgesund Converters Ltd v Lewis [1984] IRLR 431

Lilley Construction Ltd v Dunn [1984] IRLR 483

Murphy v Epsom College [1983] IRLR 395

Lamont v Fry's Metals Ltd [1983] IRLR 434

The Milestone School of English Ltd v Leakey [1982] IRLR 3

Gibson and ors v British Transport Docks Board [1982] IRLR 228

Morley's of Brixton Ltd v Minott [1982] IRLR 270

Dean v The Islamic Foundation [1982] IRLR 290 – CA

Trimble v Supertravel Ltd [1982] IRLR 451

293.5 Pre-hearing assessment

Mackie v John Holt Vintners Ltd [1982] IRLR 236

297 No waiver of rights

Igbo v Johnson Matthey Chemicals Ltd [1986] IRLR 215 – CA and [1985] IRLR 189

Moore v Duport Furniture Products Ltd and others [1982] IRLR 31 – House of Lords

298 Discovery and further particulars

Birds Eye Walls Ltd v Harrison [1985] IRLR 47

Dean v The Islamic Foundation [1982] IRLR 290 – CA

300 REDUNDANCY PAYMENTS

313 Exclusions and qualifications – 104 weeks' continuous employment

Lewis v Surrey County Council [1986] IRLR 455 – CA

and [1986] IRLR 11

Flack and others v Kodak Ltd [1986] IRLR 255 – CA

and [1985] IRLR 443

Secretary of State for Employment v I. Deary and others

and 2. Cambridgeshire County Council [1984] IRLR 180

Ford v Warwickshire County Council [1983] IRLR 126

– House of Lords and [1982] IRLR 246 – CA

320 Was employee dismissed?

Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA

321 Was employee dismissed? – Termination by employer

Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA and [1984] IRLR 54

321.1 Was employee dismissed? – Termination by employer – Renewal or re-engagement

SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391

321.4 Was employee dismissed? – Termination by employer – Employee's notice during notice period

CPS Recruitment Ltd v I. Bowen and 2. Secretary of State for Employment [1982] IRLR 54

322 Was employee dismissed? – Termination by agreement

Brown and others v Knowsley Borough Council [1986] IRLR 102

Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA and [1984] IRLR 54

CPS Recruitment Ltd v I. Bowen and 2. Secretary of State for Employment [1982] IRLR 54

324 Was employee dismissed? Employer repudiation/constructive dismissal

Marley v Forward Trust Group Ltd [1986] IRLR 43

Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471

326 Change in ownership of business

Secretary of State for Employment v Spence and others [1986] IRLR 248 – CA

Atkin v I. Ward and 2. Haines Watts [1983] IRLR 285

SI (Systems & Instruments) Ltd v Grist and Riley [1983] IRLR 391

Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471

330 Was dismissal due to redundancy?

Gorietree Ltd v Jenkinson [1984] IRLR 391

Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429

Canning v I. Niaz and 2. McLoughlin [1983] IRLR 431

333 Was dismissal due to redundancy? – Diminishing work requirements

Birch and Humber v The University of Liverpool [1985] IRLR 165 – CA

North Yorkshire County Council v Fay [1985] IRLR 247 – CA

341 Offer of alternative employment – In writing

McKindley v William Hill (Scotland) Ltd [1985] IRLR 492

342 Offer of alternative employment – Suitability

Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 – CA

343 Offer of alternative employment – Reasonable refusal

Gloucestershire County Council v Spencer and others [1985] IRLR 59

Spencer and Griffin v Gloucestershire County Council [1985] IRLR 393 – CA

345 Offer of alternative employment – Trial period

Hempell v W H Smith & Sons Ltd [1986] IRLR 95

McKindley v William Hill (Scotland) Ltd [1985] IRLR 492

350 Lay-offs

Kenneth MacRae & Co Ltd v Dawson [1984] IRLR 5

370 Calculation of payment

Secretary of State for Employment v Cheltenham

Computer Bureau [1985] IRLR 333

373 Calculation of payment – Average weekly rate of remuneration

Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11

Donelan v I. Kerby Construction Ltd and 2. Secretary of State for Employment [1983] IRLR 191

375 Calculation of payment – Normal working hours

Lotus Cars Ltd v Sutcliffe and Stratton [1982] IRLR 381

– CA

395 Redundancy rebates

Secretary of State for Employment v Cheltenham

Computer Bureau [1985] IRLR 333

Secretary of State for Employment v John Woodrow & Sons (Builders) Ltd [1983] IRLR 11

397 No waiver of rights

Secretary of State for Employment v I. Deary and others

and 2. Cambridgeshire County Council [1984] IRLR 180

400 INDIVIDUAL'S RIGHT TO TRADE UNION MEMBERSHIP AND ACTIVITIES

410 Right to trade union membership

National Coal Board v Ridgway and Fairbrother [1986] IRLR 379

R v Secretary of State for Foreign and Commonwealth

Affairs ex parte Council of Civil Service Unions and others [1985] IRLR 28 – House of Lords, [1984] IRLR 353 – CA and [1984] IRLR 309 – HC

411 Right to non-membership

Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474

491 Claim in time

British Airways Board v Clark and Havill [1982] IRLR 238

500 EQUAL PAY

501 Meaning of "employee"

Quinnen v Howells [1984] IRLR 227

511 Exclusions – Retirement or death terms or provisions

Newstead v Department of Transport and HM Treasury [1985] IRLR 299

Worringham and Humphreys v Lloyds Bank Ltd [1982] IRLR 74 – CA

Garland v British Rail Engineering Ltd [1982] IRLR 111 – European Court of Justice and [1982] IRLR 257 – House of Lords

521 Terms and conditions of employment less favourable – Pay

Hayward v Cammell Laird Shipbuilders Ltd [1986] IRLR 287

540 Work rated as equivalent

Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1982] IRLR 333 – European Court of Justice

542 Work rated as equivalent – Job evaluation study

Arnold v Beecham Group Ltd [1982] IRLR 307

545 Work of equal value – Scope of claims

Pickstone and others v Freemans plc [1986] IRLR 335

546.1 Work of equal value – Screening hearing – Onus of proof

Neil and others v Ford Motor Co Ltd [1984] IRLR 339

546.3 Work of equal value – Screening hearing – Disciplinary evaluations

Neil and others v Ford Motor Co Ltd [1984] IRLR 339

547 Work of equal value – Independent expert's report

Hayward v Cammell Laird Shipbuilders Ltd [1984] IRLR 463

557 Genuine material difference – Historical reasons

Rainey v Greater Glasgow Health Board Eastern District [1985] IRLR 414 – CS and [1984] IRLR 88

559.3 Genuine material difference – Market forces

Rainey v Greater Glasgow Health Board [1985] IRLR 414 – CS

593 Tribunal procedure

Hayward v Cammell Laird Shipbuilders Ltd [1984] IRLR 463

596 Discovery

Clwyd County Council v Leverton [1985] IRLR 197

598 Effect of European Community law

Hayward v Cammell Laird Shipbuilders Ltd [1986] IRLR 287

Bilka-Kaufhaus GmbH v Weber Von Hartz [1986] IRLR 317 – European Court

Newstead v Department of Transport and HM Treasury [1985] IRLR 299

Worringham and Humphreys v Lloyds Bank Ltd [1982] IRLR 74 – CA

Garland v British Rail Engineering Ltd [1982] IRLR 111 – European Court of Justice and [1982] IRLR 257 – House of Lords

Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1982] IRLR 333 – European Court of Justice

600 SEX DISCRIMINATION

601 Meaning of "employee"

Mirror Group Newspapers Ltd v Gunning [1986] IRLR 27 – CA and [1985] IRLR 60

Quinnen v Howells [1984] IRLR 227

611 Exclusions and exceptions – Retirement or death provisions

Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS

Newstead v Department of Transport and HM Treasury [1985] IRLR 299

Watches of Switzerland Ltd v Savell [1983] IRLR 141

Gill and Coote v El Vinos Co Ltd [1983] IRLR 206 – CA

Brennan v J H Dewhurst Ltd [1983] IRLR 357

Horsey v Dyfed County Council [1982] IRLR 395

612 Indirect discrimination

Clarke and Powell v Eley (IMI Kynoch Ltd) [1982] IRLR 131

612.1 Indirect discrimination – Requirement/condition with which fewer women can comply

Home Office v Holmes [1984] IRLR 299

Watches of Switzerland Ltd v Savell [1983] IRLR 141

Francis and others v British Airways Engineering Overhaul Ltd [1982] IRLR 10

I. Clarke v Eley (IMI) Kynoch Ltd and 2. Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

612.15 Indirect discrimination – Requirement/condition with which fewer women can comply – Full time work

Kidd v DRG (UK) Ltd [1985] IRLR 190

Home Office v Holmes [1984] IRLR 299

612.2 Indirect discrimination – Whether justifiable

Kidd v DRG (UK) Ltd [1985] IRLR 190

Home Office v Holmes [1984] IRLR 299

I. Clarke v Eley (IMI) Kynoch Ltd and 2. Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

612.3 Indirect discrimination – To detriment

Home Office v Holmes [1984] IRLR 299

Watches of Switzerland Ltd v Savell [1983] IRLR 141

I. Clarke v Eley (IMI) Kynoch Ltd and 2. Eley (IMI) Kynoch Ltd v Powell [1982] IRLR 482 and [1982] IRLR 131

614.2 Discrimination against married persons – Indirect discrimination

Kidd v DRG (UK) Ltd [1985] IRLR 190

615 Relevant circumstances the same or not materially different

Kidd v DRG (UK) Ltd [1985] IRLR 190

I. Hayes v Malleable Working Men's Club and Institute and 2. Maughan v North East London Magistrates' Court Committee [1985] IRLR 367

Horsey v Dyfed County Council [1982] IRLR 395

618 Sexual harassment

Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS and [1984] IRLR 467

623.1 Exclusions and exceptions – Excluded cases – Less than six employees

Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1984] IRLR 29 – European Court of Justice

Oliver v J P Malnick & Co [1983] IRLR 456

623.2 Exclusions and exceptions – Excluded cases – Private households

Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1984] IRLR 29 – European Court of Justice

623.3 Exclusions and exceptions – Excluded cases – Midwives

Commission of the European Communities v United Kingdom of Great Britain and Northern Ireland [1984] IRLR 29 – European Court of Justice

623.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB

Haughton v Olau Line (UK) Ltd [1986] IRLR 465 – CA

625 Exclusions and exceptions – Retirement or death provisions

Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – European Court and [1983] IRLR 237

Roberts v Tate & Lyle Industries Ltd [1986] IRLR 150 –

European Court

1. Barber v Guardian Royal Exchange Assurance Group and 2. Roberts v Tate & Lyle Food & Distribution [1983] IRLR 240
Garland v British Rail Engineering Ltd [1982] IRLR 111 – European Court of Justice, and [1982] IRLR 257 – House of Lords
Burton v British Railways Board [1982] IRLR 116 – European Court of Justice
626.2 Exclusions and exceptions – Genuine occupational qualifications – Decency or privacy
Sisley v Britannia Security Systems Ltd [1983] IRLR 404
626.3 Exclusions and exceptions – Genuine occupational qualifications – Employee lives on premises
Sisley v Britannia Security Systems Ltd [1983] IRLR 404
627 Exclusions and exceptions – National security etc
Johnston v The Chief Constable of the Royal Ulster Constabulary [1986] IRLR 263 – European Court
631 Discrimination by employers – Selection arrangements
Brennan v J H Dewhurst Ltd [1983] IRLR 357
634 Discrimination by employers – Promotion, transfer or training
Watches of Switzerland Ltd v Savell [1983] IRLR 141
Francis and others v British Airways Engineering Overhaul Ltd [1982] IRLR 10
636 Discrimination by employers – Dismissal
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – European Court
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1. Hayes v Malleable Working Men's Club and Institute and 2. Maughan v North East London Magistrates' Court Committee [1985] IRLR 367
Clarke and Powell v Eley (IMI) Kynoch Ltd [1982] IRLR 131
637 Discrimination by employers – Other detriments
De Souza v The Automobile Association [1986] IRLR 103 – CA
Strathclyde Regional Council v Porcelli [1986] IRLR 134 – CS and [1984] IRLR 467
Home Office v Holmes [1984] IRLR 299
655 Discrimination by others than employers – Providers of facilities or services
Gill and Coote v El Vinos Co Ltd [1983] IRLR 206 – CA
681.1 Individual remedies – Compensation – Intention to discriminate
Clarke and Powell v Eley (IMI) Kynoch Ltd [1982] IRLR 131
696 Discovery
Dean v The Islamic Foundation [1982] IRLR 290 – CA
698 Effect of European Community law
Marshall v Southampton and South-West Hampshire Area Health Authority (Teaching) [1986] IRLR 140 – European Court and [1983] IRLR 237
Roberts v Tate & Lyle Industries Ltd [1986] IRLR 150 – European Court
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Newstead v Department of Transport and HM Treasury [1985] IRLR 299
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Burton v British Railways Board [1982] IRLR 116 – European Court of Justice

700 RACE RELATIONS

701 Meaning of "employee"

Daley v Allied Suppliers Ltd [1983] IRLR 14

711 Direct discrimination

De Souza v The Automobile Association [1986] IRLR 103 – CA
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
Chiu v British Aerospace plc and others [1982] IRLR 56
Perera v 1. Civil Service Commission and 2. Department of Customs and Excise [1982] IRLR 147
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
Owen & Briggs v James [1982] IRLR 502 – CA
712 Indirect discrimination
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
712.1 Indirect discrimination – Requirement/condition with which fewer of a racial group can comply
Orphanos v Queen Mary College [1985] IRLR 349 – House of Lords
Raval v DHSS and The Civil Service Commission [1985] IRLR 370
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 109 – House of Lords
Ojutiku and Oburoni v MSC [1982] IRLR 418 – CA
Chiu v British Aerospace plc and others [1982] IRLR 56
712.3 Indirect discrimination – To detriment
Raval v DHSS and The Civil Service Commission [1985] IRLR 370
713 Racial grounds or group
R v CRE ex parte Westminster City Council [1985] IRLR 426 – CA and [1984] IRLR 230 – HC
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
713.3 Racial grounds or group – Nationality
Orphanos v Queen Mary College [1985] IRLR 349 – House of Lords
713.4 Racial grounds or group – Ethnic origins
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 209 – House of Lords and [1983] IRLR 17 – CA
713.5 Racial grounds or group – National origins
Tejani v The Superintendent Registrar for the District of Peterborough [1986] IRLR 502 – CA
Mandla and Mandla v Lee and Park Grove Private School Ltd [1983] IRLR 17 – CA
715 Victimisation
Aziz v Trinity Street Taxis Ltd and others [1986] IRLR 435
716 Relevant circumstances the same or not materially different
Orphanos v Queen Mary College [1985] IRLR 349 – House of Lords
Perera v 1. Civil Service Commission and 2. Department of Customs and Excise [1983] IRLR 166 – CA
722 Exclusions and exceptions – Claim in time
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
723.4 Exclusions and exceptions – Excluded cases – Work ordinarily outside GB
Deria and others v General Council of British Shipping [1986] IRLR 108 – CA
731 Discrimination by employers – Selection arrangements
Perera v 1. Civil Service Commission and 2. Department of Customs and Excise [1982] IRLR 147
733 Discrimination by employers – Refusal to offer employment
Din v Carrington Viyella Ltd (Jersey Kapwood Ltd) [1982] IRLR 281
Owen & Briggs v James [1982] IRLR 502 – CA
734 Discrimination by employers – Promotion, transfer or training
British Library v 1. Palyza and 2. Mukherjee [1984] IRLR 306
Perera v 1. Civil Service Commission and 2. Department of Customs and Excise [1982] IRLR 147
737 Discrimination by employers – Detriments
De Souza v The Automobile Association [1986] IRLR 103 – CA and [1985] IRLR 87
Kingston v British Railways Board [1984] IRLR 46 – CA
BL Cars and another v Brown and others [1983] IRLR 193
Kingston v British Railways Board [1982] IRLR 274
743 Instructions to discriminate
Showboat Entertainment Centre Ltd v Owens [1984] IRLR 7
BL Cars and another v Brown and others [1983] IRLR 193
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
744 Pressure to discriminate
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
745 Liability of employers and principals
De Souza v The Automobile Association [1986] IRLR 103 – CA and [1985] IRLR 87
Kingston v British Railways Board [1982] IRLR 274
753 Discrimination by other than employers – Vocational training bodies
Ojutiku and Oburoni v MSC [1982] IRLR 418 – CA
755 Discrimination by others than employers – Providers of facilities or services
Tejani v The Superintendent Registrar for the District of Peterborough [1986] IRLR 502 – CA
London Borough of Hillingdon v CRE [1982] IRLR

424 – House of Lords
756 Discrimination by others than employers – Employment agencies
CRE v Imperial Society of Teachers of Dancing [1983] IRLR 315
771 Enforcement by CRE – Formal investigation
In re Prestige Group plc [1984] IRLR 166 – House of Lords
R v CRE ex parte Prestige Group plc [1983] IRLR 408 – HC
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
London Borough of Hillingdon v CRE [1982] IRLR 424 – House of Lords
772 Enforcement by CRE – Issue of non-discrimination notice
R v CRE ex parte Westminster City Council [1985] IRLR 426 – CA and [1984] IRLR 230 – HC
773 Enforcement by CRE – Appeal against non-discrimination notice
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
781 Remedies – Compensation
Orphanos v Queen Mary College [1985] IRLR 349 – House of Lords
793 Tribunal procedure
Kingston v British Railways Board [1984] IRLR 146 – CA and [1982] IRLR 274
The Commission for Racial Equality v Amari Plastics Ltd [1982] IRLR 252 – CA
796 Discovery
British Library v 1. Palyza and 2. Mukherjee [1984] IRLR 306
797 Further particulars
Dean v The Islamic Foundation [1982] IRLR 290 – CA

800 EMPLOYMENT PROTECTION RIGHTS

810 Written reason for dismissal

Gilham and others v Kent County Council [1985] IRLR 16 – CA and [1983] IRLR 353

820 Guaranteed pay

Cartwright v G Clancey Ltd [1983] IRLR 355

830 Maternity pay

Secretary of State for Employment v Cox [1984] IRLR 437

840 Maternity leave

Community Task Force v Rimmer [1986] IRLR 203
McKnight v Adlestons (Jewellers) Ltd [1984] IRLR 453 – Northern Ireland CA
Lavery v Plessey Telecommunications Ltd [1983] IRLR 202 – CA and [1982] IRLR 180
Kolfor Plant Ltd v Wright [1982] IRLR 311

850 Time off for union duties/training

Ashley v Ministry of Defence [1984] IRLR 57
Allen and others v Thomas Scott & Son (Bakers) [1983] IRLR 66
Beecham Group Ltd v Beal and others (No. 2) [1983] IRLR 317
Thomas Scott & Son (Bakers) Ltd v Allen and others [1983] IRLR 329 – CA
Ministry of Defence v Crook and Irving [1982] IRLR 488 and [1982] IRLR 43
Beal and others v Beecham Group [1982] IRLR 192 – CA

860 Time off for trade union activities

Wignall v British Gas Corporation [1984] IRLR 493

891 Insolvency

Morris v Secretary of State for Employment [1985] IRLR 297
Westwood v Secretary of State for Employment [1984] IRLR 209 – House of Lords, [1983] IRLR 419 – CA and [1982] IRLR 350
Secretary of State for Employment v Cox [1984] IRLR 437
892 Itemised pay statement
Coales v John Wood & Co (Solicitors) [1986] IRLR 129
893 Time off for ante natal care
Gregory v Tudsbury Ltd [1982] IRLR 267

900 MISCELLANEOUS LEGISLATION

NCB v NUM and others [1986] IRLR 439 – HC

911 Rehabilitation of Offenders Act – Spent conviction
Property Guards Ltd v Taylor and Kershaw [1982] IRLR 175

920 Truck Acts

Bristow v City Petroleum Ltd [1985] IRLR 459 – HC
Riley v Joseph Frisby [1982] IRLR 479

930 Trade Union Act

Elliott v SOGAT [1983] IRLR 3
ASTMS v Parkin [1983] IRLR 448
R v Certification Officer ex parte AUEW (Eng) and others [1982] IRLR 67 – HC

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New York City Employees' Retirement System v American Brands Inc [1986] IRLR 239 – US District Court
Armagh District Council v The Fair Employment Agency of Northern Ireland [1984] IRLR 234 – Northern Ireland CA
970 Transfer of Undertakings Regulations

Forth Estuary Engineering Ltd v Litster and others [1986] IRLR 59
Fenton v Stablegold Ltd [1986] IRLR 64
Secretary of State for Employment v Spence and others [1986] IRLR 248 – CA
Woodcock and others v 1. The Committee for the Time Being of the Friends School, Wigton; 2. Genwise Ltd [1986] IRLR 490
Delabole Slate Ltd v Berriman [1985] IRLR 305 – CA and [1984] IRLR 394
Angus Jowett & Co v NUTGW [1985] IRLR 326
Hadden v University of Dundee Students' Association [1985] IRLR 449
Secretary of State for Employment v Anchor Hotel (Kippford) Ltd [1985] IRLR 452
Apex Leisure Hire v Barratt [1984] IRLR 224
Gorietice Ltd v Jenkinson [1984] IRLR 391
Anderson and McAlonie v Dalkeith Engineering Ltd [1984] IRLR 429
Meikle v McPhail (Charleston Arms) [1983] IRLR 351
Canning v 1. Niaz and 2. McLoughlin [1983] IRLR 431
Premier Motors (Medway) Ltd v Total Oil Great Britain Ltd and others [1983] IRLR 471
980 Patents Act
Reiss Engineering Co Ltd v Harris [1985] IRLR 232 – HC

1100 TRADE UNION RECOGNITION

NCB v NUM and others [1986] IRLR 439 – HC
Cleveland County Council v Springett and others [1985] IRLR 131
R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 – HC

1200 DISCLOSURE OF INFORMATION

R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 – HC

1270 Confidentiality

Sun Printers Ltd v Westminster Press Ltd and anor [1982] IRLR 290 – CA

1300 UNION MEMBERSHIP AGREEMENTS

Home Delivery Services Ltd v Shackcloth [1984] IRLR 470
National Society of Operative Printers, Graphical and Media Personnel v Kirkham [1983] IRLR 70
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA
1395 European Convention of Human Rights
Sakals v United Counties Omnibus Co Ltd [1984] IRLR 474
Young and others v The United Kingdom [1983] IRLR 35 – European Court of Human Rights
Taylor v Co-operative Retail Services Ltd [1982] IRLR 354 – CA

1400 COLLECTIVE AGREEMENTS

1410 Legal enforceability
Marley v Forward Trust Group Ltd [1986] IRLR 369 – CA and [1986] IRLR 43
NCB v NUM and others [1986] IRLR 439 – HC
Monterosso Shipping Co Ltd v ITF [1982] IRLR 468 – CA

1500 INDUSTRIAL ACTION

Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 26 – CA
1511 Contemplation or furtherance of trade dispute
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – House of Lords and [1984] IRLR 67 – CA
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – Northern Ireland CA and [1982] IRLR 456 – Northern Ireland HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Mercury Communications Ltd v 1. Scott-Garner and 2. POEU [1983] IRLR 494 – CA and [1983] IRLR 485 – HC
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – House of Lords
Universe Tankships Inc of Monrovia v International Transport Workers' Federation and others [1982] IRLR 200 – House of Lords
1513 Inducement to breach of contract
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
Express & Star Ltd and others v NGA (1982) and *another* [1985] IRLR 455 – HC
1517 Union liability
Express & Star Ltd and others v NGA (1982) and *another* [1986] IRLR 222 – CA and [1985] IRLR 455 – HC
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
1. Richard Read (Transport) Ltd v NUM (South Wales

Area) and 2. George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1518 Peaceful picketing
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
British Airports Authority v Ashton and others [1983] IRLR 287 – HC
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC
1520 Definitions – Tort immunities
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Galt (Procurator Fiscal) v Philp and others [1984] IRLR 156 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – House of Lords and [1983] IRLR 26 – CA
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – House of Lords
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – Court of Session
1525 Tort immunities – Strike ballot
Monsanto plc v TGWU [1986] IRLR 406 – CA
Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
1540 Secondary action
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1543 Secondary action – Suppliers/customers
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – House of Lords and [1984] IRLR 67 – CA
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – House of Lords and [1983] IRLR 26 – CA
Marina Shipping Ltd v Laughton and Shaw [1982] IRLR 20 – CA
1560 Tort liability
Dimbleby & Sons Ltd v NUJ [1984] IRLR 67 – CA
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC
1561 Tort liability – Interference with business by unlawful means
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 26 – CA
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – House of Lords
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – Court of Session
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – Northern Ireland High Court
1562 Tort liability – Trespass
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – Northern Ireland CA and [1982] IRLR 456 – Northern Ireland High Court
1563 Tort liability – Nuisance
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – Northern Ireland High Court
1564 Tort liability – Interference with contract by unlawful means
Falconer v ASLEF and NUR [1986] IRLR 331
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Merkur Island Shipping Corporation v Laughton and others [1983] IRLR 218 – House of Lords and [1983] IRLR 26 – CA
1565 Tort liability – Intimidation
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1566 Tort liability – Assault

Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
1570 Criminal offences and picketing
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
Galt (Procurator Fiscal) v Philp and others [1984] IRLR 156 – HC
British Airports Authority v Ashton and others [1983] IRLR 287 – HC
Elsev v Smith (Procurator Fiscal) [1983] IRLR 292 – High Court of Justiciary
1572 Criminal offences and picketing – Breach of the peace
Moss and others v McLachlan [1985] IRLR 76 – HC
R v The Mansfield Justices ex parte Sharkey and others [1984] IRLR 496 – HC
1573 Criminal offences and picketing – Obstruction of the police
Moss and others v McLachlan [1985] IRLR 76 – HC
1581 Remedies – Damages
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1984] IRLR 200 – Northern Ireland CA and [1982] IRLR 456 – Northern Ireland HC
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1582 Remedies – Injunction
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1. Norbrook Laboratories Ltd v King and 2. Norbrook Laboratories Ltd v Sands [1982] IRLR 456 – Northern Ireland High Court
1583 Remedies – Declaration
Messenger Newspapers Group Ltd v NGA (1982) [1984] IRLR 397 – HC
1590 Court procedure
Monterosso Shipping Co Ltd v ITF [1982] IRLR 468 – CA
1596 Court procedure – Interlocutory relief
News Group Newspapers Ltd and others v SOGAT '82 and others [1986] IRLR 337 – HC
Monsanto plc v TGWU [1986] IRLR 406 – CA
Shipping Co Uniform Ltd v International Transport Workers' Federation [1985] IRLR 71 – HC
Thomas and others v NUM (South Wales Area) and others [1985] IRLR 136 – HC
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Metropolitan Borough of Solihull v National Union of Teachers [1985] IRLR 211 – HC
Dimbleby & Sons Ltd v NUJ [1984] IRLR 161 – House of Lords
Mercury Communications Ltd v 1. Scott-Garner and 2. POEU [1983] IRLR 494 – CA and [1983] IRLR 485 – HC
Hadmor Productions Ltd and others v Hamilton and another [1982] IRLR 102 – House of Lords
Mersey Dock and Harbour Co v Verrinder and others [1982] IRLR 152 – HC
The Plessey Co plc and another v Wilson and others [1982] IRLR 198 – Court of Session
Express Newspapers plc and others v Mitchell and others [1982] IRLR 465 – HC
1598 Court procedure – Contempt
Express & Star Ltd and others v NGA (1982) and *another* [1986] IRLR 222 – CA and [1985] IRLR 455 – HC
News Group Newspapers Ltd and others v SOGAT (1982) [1986] IRLR 227 – CA
1. Richard Read (Transport) Ltd v NUM (South Wales Area) and 2. George M Read Ltd v NUM (South Wales Area) [1985] IRLR 67 – HC
Austin Rover Group Ltd v AUEW (TASS) [1985] IRLR 162 – HC
Express Newspapers plc and others v Mitchell and others [1982] IRLR 465 – HC

1600 HANDLING REDUNDANCIES

1620 Timing of consultation
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1640 Consultation requirements
TGWU v Ledbury Preserves (1928) Ltd [1985] IRLR 412
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1650 Special circumstances
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1652 Special circumstances – Insolvency
Angus Jowett & Co v NUTGW [1985] IRLR 326
1660 Protective award
E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135
1662 Protective award – just and equitable
Angus Jowett & Co v NUTGW [1985] IRLR 326
1671 Protective award – Date of commencement of protected period
TGWU v Ledbury Preserves (1928) Ltd [1986] IRLR 492

E Green & Son (Castings) Ltd and others v ASTMS and AUEW [1984] IRLR 135

2200 TRADE UNIONS AND INDIVIDUALS

Hamlet v General, Municipal, Boilermakers and Allied

Trades Union [1986] IRLR 293 – HC

Elliott v SOGAT [1983] IRLR 3

2210 Exclusion from membership

Saunders v Bakers, Food & Allied Workers' Union

[1986] IRLR 16

Goodfellow and others v NATSOPA [1985] IRLR 3

Hughes v TGWU [1985] IRLR 382 – HC

Clark v NATSOPA [1985] IRLR 494

Howard v NGA [1984] IRLR 250 – CA and [1983]

IRLR 440, 442 and 445

National Society of Operative Printers, Graphical and

Media Personnel v Kirkham [1983] IRLR 70

2250 Expulsion from membership

McGhee v TGWU [1985] IRLR 198

Cheall v APEX [1983] IRLR 215 – House of Lords,

[1982] IRLR 362 – CA and [1982] IRLR 91 – HC

2260 Breach of union rules

Taylor and others v NUM (Derbyshire Area) and others

[1985] IRLR 99 – HC, [1985] IRLR 65 – HC and [1984]

IRLR 440 – HC

Thomas and others v NUM (South Wales Area) and

others [1985] IRLR 136 – HC

Hopkins v National Union of Seamen [1985] IRLR 157

– HC

Bourne v Colodense Ltd [1985] IRLR 339 – CA

Taylor and Foulstone v NUM (Yorkshire Area) and

NUM [1984] IRLR 445 – HC

2270 Remedies

Taylor and another v NUM (Derbyshire Area) and

others [1985] IRLR 99 – HC

2271 Remedies – Injunction

Taylor and another v NUM (Derbyshire Area) and

others [1985] IRLR 99 – HC and [1984] IRLR 440 – HC

Taylor and Foulstone v NUM (Yorkshire Area) and

NUM [1984] IRLR 445 – HC

2272 Remedies – Declaration

Clarke and others v Chadburn and others [1984] IRLR

350 – HC

Taylor and others v NUM (Derbyshire Area) and others

[1984] IRLR 440 – HC

2273 Remedies – Compensation

Saunders v Bakers, Food & Allied Workers' Union

[1986] IRLR 16

Howard v NGA [1984] IRLR 489

2274 Remedies – Damages

Taylor and another v NUM (Derbyshire Area) and

others [1985] IRLR 99 – HC

2296 Remedies – Interlocutory relief

Thomas and others v NUM (South Wales Area) and

others [1985] IRLR 136 – HC

Clarke and others v Chadburn and others [1984] IRLR

350 – HC

Howard v NGA [1984] IRLR 250 – CA

Taylor and Foulstone v NUM (Yorkshire Area) and

NUM [1984] IRLR 445 – HC

2500 TRADE UNION ORGANISATION

News Group Newspapers Ltd and others v SOGAT

[1982] [1986] IRLR 227 – CA

Hamlet v General, Municipal, Boilermakers and Allied

Trades Union [1986] IRLR 293 – HC

Burnley, Nelson & Rossendale and District Textile

Workers' Union v Amalgamated Textile Workers'

Union [1986] IRLR 298 – HC

News Group Newspapers Ltd and others v SOGAT '82

and others [1986] IRLR 337 – HC

British Association of Advisers and Lecturers in

Physical Education v National Union of Teachers

[1986] IRLR 497 – CA

Bourne v Colodense Ltd [1985] IRLR 339 – CA

AUEW (TASS) v AUEW (Engineering Section) [1983]

IRLR 108 – HC

2510 Liability generally

Thomas and others v NUM (South Wales Area) and

others [1985] IRLR 136 – HC

2511 Liability – Authorisation of act

News Group Newspapers Ltd and others v SOGAT '82

and others [1986] IRLR 337 – HC

1. Richard Read (Transport) Ltd v NUM (South Wales

Area) and 2. George M Read Ltd v NUM (South Wales

Area) [1985] IRLR 67 – HC

2512 Liability – Endorsement of act

1. Richard Read (Transport) Ltd v NUM (South Wales

Area) and 2. George M Read Ltd v NUM (South Wales

Area) [1985] IRLR 67 – HC

2513 Liability – Repudiation of act

Express & Star Ltd and others v NGA (1982) and

another [1985] IRLR 455 – HC

2524 Responsible persons – Other employed official

Express & Star Ltd and others v NGA (1982) and

another [1985] IRLR 455 – HC

2580 Amalgamations

R v Certification Officer ex parte AUEW (Engineering

Section) and others [1983] IRLR 113 – CA and [1982]

IRLR 67 – HC

3000 HEALTH AND SAFETY AT WORK

White v Holbrook Precision Castings Ltd [1985] IRLR

215 – CA

Select Managements Ltd v Westminster City Council

[1985] IRLR 344 – CA

West Bromwich Building Society v Townsend [1983]

IRLR 147 – HC

Deary (HM Inspector of Factories) v Mansion Hide

Upholstery Ltd [1983] IRLR 195 – HC

Laws v Keane (Procurator Fiscal) [1982] IRLR 500 –

HC

3300 Safety representatives

Cleveland County Council v Springett and others [1985]

IRLR 131

3400 Statutory offences

McGovern v British Steel Corporation [1986] IRLR 411

– CA

3410 Statutory offences – Failure to discharge general

duty

Carmichael (Procurator Fiscal) v Rosehall Engineering

Works Ltd [1983] IRLR 482 and 480

3430 Failure to discharge specific duties – Policy

statement

Osborne v Bill Taylor of Huyton Ltd [1982] IRLR 17 –

HC

3500 Employer's liability

McDermid v Nash Dredging and Reclamation Co Ltd

[1986] IRLR 308 – CA

Smith v Scot Bowyers [1986] IRLR 315 – CA

Bourne v Colodense Ltd [1985] IRLR 339 – CA

Thompson, Gray and Nicholson v Smiths Shiprepairers;

Blacklock and Waggott v Swan Hunter Shipbuilders;

Mitchell v Vickers Armstrong and Swan Hunter

Shipbuilders [1984] IRLR 93 – HC

3592 Damages – Loss of amenity

Thompson, Gray and Nicholson v Smiths Shiprepairers;

Blacklock and Waggott v Swan Hunter Shipbuilders;

Mitchell v Vickers Armstrong and Swan Hunter

Shipbuilders [1984] IRLR 93 – HC

3599 Damages – Limitation

McDermid v Nash Dredging and Reclamation Co Ltd

[1986] IRLR 308 – CA

4100 EMPLOYMENT APPEAL TRIBUNAL

Saunders v Bakers, Food & Allied Workers' Union

[1986] IRLR 16

Shook v London Borough of Ealing [1986] IRLR 46

The County Council of Hereford & Worcester v Neale

[1986] IRLR 168 – CA and [1985] IRLR 281

Davies v Presbyterian Church of Wales [1986] IRLR

194 – House of Lords

Birch and Humber v The University of Liverpool [1985]

IRLR 165 – CA

Medallion Holidays Ltd v Birch [1985] IRLR 406

Lamont v Fry's Metals Ltd [1985] IRLR 470 – CA

Spook Erection v Thackray [1984] IRLR 116 – CS

Nethermere (St Neots) Ltd v Taverna and Gardiner

[1984] IRLR 240 – CA

Howard v NGA [1984] IRLR 250 – CA and [1983]

IRLR 440 and 442

British Library v I. Palyza and 2. Mukherjee [1984]

IRLR 306

Dobie v Burns International Security Services (UK) Ltd

[1984] IRLR 329 – CA

National Society of Operative Printers, Graphical and

Media Personnel v Kirkham [1983] IRLR 70

O'Kelly and others v Trusthouse Forte plc [1983] IRLR

369 – CA

Chiu v British Aerospace plc and others [1982] IRLR 56

Dean v The Islamic Foundation [1982] IRLR 290 – CA

Woods v W M Car Services (Peterborough) Ltd [1982]

IRLR 413 – CA

4192 Costs

Stein v Associated Dairies Ltd [1982] IRLR 447

4200 CERTIFICATION OFFICER

R v Certification Officer ex parte AUEW (Engineering

Section) and others [1983] IRLR 113 – CA

4300 TRIBUNALS

Electronic Data Processing Ltd v Wright [1986] IRLR 8

Peter Simper & Co Ltd v Cooke [1986] IRLR 19

The County Council of Hereford & Worcester v Neale

[1986] IRLR 168 – CA and [1985] IRLR 281

Davies v Presbyterian Church of Wales [1986] IRLR

194 – House of Lords

Kent County Council v Gilham and others [1985] IRLR

18 – CA

Medallion Holidays Ltd v Birch [1985] IRLR 406

Holden v Bradville Ltd [1985] IRLR 483

Clark v NATSOPA [1985] IRLR 494

Anandaramiah v Lord Chancellor's Department [1984]

IRLR 131

Iggesund Converters Ltd v Lewis [1984] IRLR 431

Martin v MBS Fastenings (Glynwed) Distribution Ltd

[1983] IRLR 198 – CA

Kearney & Trecker Marwin Ltd v Varndell and others

[1983] IRLR 335 – CA

Lamont v Fry's Metals Ltd [1983] IRLR 434

NGA v Howard [1983] IRLR 445

Morley's of Brixton Ltd v Minott [1982] IRLR 270

Dean v The Islamic Foundation [1982] IRLR 290 – CA

Trimble v Supertravel Ltd [1982] IRLR 451

4320 Rules of procedure

Derrybaa Ltd v Castro-Blanco [1986] IRLR 495

Burns International Security Services Ltd v Butt [1983]

IRLR 438

4400 COURT OF APPEAL

Hennessy v Craigmyle & Co Ltd and ACAS [1986]

IRLR 300 – CA

Kent County Council v Gilham and others [1985] IRLR

18 – CA

Hadmor Productions Ltd and others v Hamilton and

another [1982] IRLR 102 – House of Lords

4600 ACAS

Courage Take Home Trade Ltd v Keys [1986] IRLR

427

Slack v Greenham (Plant Hire) Ltd [1983] IRLR 271

Moore v Duport Furniture Products Ltd and others

[1982] IRLR 31 – House of Lords

4700 CAC

R v CAC ex parte BIFU [1982] IRLR 505 – CA and

[1982] IRLR 12 – HC

R v CAC ex parte BTP Tioxide Ltd [1982] IRLR 60 –

HC

5200 SCHEDULE II

R v CAC ex parte BIFU [1982] IRLR 505 – CA and

[1982] IRLR 12 – HC

6000 INCOME TAX

Morris v Secretary of State for Employment [1985]

IRLR 297

Wicks v Firth (HM Inspector of Taxes) and Johnson v

Firth (HM Inspector of Taxes) [1983] IRLR 80 – House

of Lords and [1982] IRLR 25 – CA

Cheadle v Commissioners of Inland Revenue [1982]

IRLR 240 – HC

7000 SOCIAL SECURITY

